



Job title	Research Associate/Fellow	Job family and level	Research and Teaching Level 4 (Appointment will be Level 4 Career training grade where an appointment is made before PhD has been completed)
School/ Department	Plant and Crop Sciences	Location	Sutton Bonington Campus

Purpose of role

To work on a project that will improve nitrogen uptake and nitrogen use efficiency for small plot holders in sub-Saharan African countries with nitrogen depleted soils. The project will work closely with collaborators in the UK and overseas and will involve molecular and physiological analysis of cereals and free-living nitrogen fixing bacteria.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	Research Design, plan, carry out experimental work in the physiology of cereal nitrogen use efficiency as it relates to bacterial inoculation, as well as undertake other duties, such as administration where appropriate.	75%
2	Dissemination of research results To significantly contribute to the writing up of research papers, reports and presentation of research findings to partners at high level national and international meetings to maintain Institute, University recognition and partner support.	10%
3	Support junior members of the group To assist in the supervision and training of undergraduate or postgraduate students, and technical staff as appropriate.	5%
4	Engage in Professional Development activities To continue developing professional research skills, keeping knowledge up to date through attendance at seminars and conferences, and initiate internal and external collaborations where appropriate with supervisor permission.	5%
5	Adhere to H&S regulations To contribute to the safe and well-organised functioning of the laboratory.	5%

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Problem solving skills within a plant/crop science context. ▪ Excellent written and oral communication skills for diverse audiences ▪ Laboratory and glasshouse skills specifically cereal growth and maintenance, cereal genetics and physiology, isotopes and specialized plant analytical techniques. ▪ Strong organisational skills ▪ Ability to work individually and as part of a diverse team 	<ul style="list-style-type: none"> ▪ Project management experience ▪ Experience of writing publications and written reports.
Knowledge and experience and attributes	<ul style="list-style-type: none"> ▪ Understanding of molecular, genetic and physiological aspects of cereals and nitrogen fixation ▪ Ability to build relationships with a wide range of people ▪ A passion for new technology and learning. ▪ Experience of working in cereal pre breeding. ▪ Experience of working in agricultural-related industry where product – orientation is a focus 	<ul style="list-style-type: none"> ▪ Background knowledge or experience of cereal breeding or agronomy ▪ Designing and managing experiments in the field and controlled environments ▪ Have an awareness and understanding of the commercial drivers of the project and the business impact
Qualifications, certification and training (relevant to role)	<p>You should hold or be close to completion of:</p> <ul style="list-style-type: none"> ▪ PhD in plant related subject 	
Other	<ul style="list-style-type: none"> ▪ Willing to undertake appropriate further training and to adopt new procedures as and when required 	<ul style="list-style-type: none"> ▪ Willing to travel within the UK and internationally to attend targeted events and conferences as part of the marketing and dissemination activities ▪ High quality research publications in international peer-reviewed journals



The University of Nottingham is focused on embedding equality, diversity and inclusion in all that we do. As part of this, we welcome a diverse population to join our work force and therefore encourage applicants from all communities, particularly those with protected characteristics under the Equality Act 2010.

Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

Valuing people	Is friendly, engaging and receptive, putting others at ease. Actively listens to others and goes out of way to ensure people feel valued, developed and supported.
Taking ownership	Is clear on what needs to be done encouraging others to take ownership. Takes action when required, being mindful of important aspects such as Health & Safety, Equality, Diversity & Inclusion, and other considerations.
Forward thinking	Drives the development, sharing and implementation of new ideas and improvements to support strategic objectives. Engages others in the improvement process.
Professional pride	Is professional in approach and style, setting an example to others; strives to demonstrate excellence through development of self, others and effective working practices.
Always inclusive	Builds effective working relationships, recognising and including the contribution of others; promotes inclusion and inclusive practices within own work area.

Key relationships with others



