



<b>Job title</b>	Senior Research Fellow	<b>Job family and level</b>	Research and Teaching, Level 5
<b>School/ Department</b>	School of Medicine, Lifespan and Population Health	<b>Location</b>	The East Midlands Campuses of the University of Nottingham

## Purpose of role

The purpose of this role will be to lead and deliver research on the ROWTATE (Return to Work After Trauma) NIHR programme grant, and make a contribution to the direction of research programmes in the School of Medicine. The programme grant is testing the clinical and cost-effectiveness of a vocational rehabilitation intervention to help people return to work after serious injury. The main duties of the role are to develop implementation resources based on the findings from the research programme and the extant literature and produce a range of outputs from the research programme.

You will join an established team, led by Professors Denise Kendrick and Kate Radford, whose main areas of research interest include injury prevention and vocational rehabilitation.

You will be responsible for generating new intellectual understanding/knowledge through the application of knowledge and for developing ideas for application of research outcomes.

You will sustain and pursue a research plan in injury prevention or vocational rehabilitation, and will develop new concepts and ideas. Where appropriate, you will develop and win support for innovative research development proposals and funding bids.

The School of Medicine recognises the importance of continuous professional development and therefore the importance of providing opportunities, structured support and encouragement to engage in professional development each year.

To find out more about the School of Medicine, its values, vision, teaching and research, please see our [further information leaflet](#).

	<b>Main responsibilities</b> (Primary accountabilities and responsibilities expected to fulfil the role)	<b>% time per year</b>
1	<p><b>Research Responsibilities:</b></p> <ul style="list-style-type: none"> <li>To take the lead on, plan, develop and conduct individual and/or collaborative research objectives, projects and proposals either as an individual or as part of a broader programme.</li> <li>Be responsible for resolving problems to meet research objectives and deadlines.</li> </ul>	60 %

	<ul style="list-style-type: none"> <li>To manage the application of a range of methodologies, approaches and techniques appropriate to the type of research personally being pursued. Where appropriate investigate and devise research methods and approaches</li> <li>To acquire, analyse, interpret and evaluate research findings/data using approaches, techniques, models and methods selected or developed for the purpose.</li> <li>Be responsible for managing allocated research budgets and the use of research resources to ensure that effective use is made of them.</li> <li>Line management of research staff.</li> <li>Produce research output which will be considered to be excellent in Research Excellence Frameworks (REF).</li> </ul>	
2	<p><b>Engagement, Communication and Continuation Responsibilities:</b></p> <ul style="list-style-type: none"> <li>To contribute to the management and administrative functions as appropriate.</li> <li>To establish a national reputation and regularly disseminate and explain research findings through leading peer-reviewed national publications (on a sustained basis), conferences and other appropriate media.</li> <li>To build relationships and collaborations with internal and external contacts, nationally and if appropriate internationally to complete research projects and to advance the discipline.</li> <li>To generate income by developing and winning support for innovative research proposals and funding bids.</li> </ul>	30 %
3	<p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>You are expected to make a contribution to teaching that is in balance with wider contributions to research and other activities.</li> <li>When required, supervise, examine and act as the personal tutor to undergraduate and postgraduate taught and research students within area of expertise</li> </ul>	10%
4	<p><b>Other:</b></p> <ul style="list-style-type: none"> <li>Any duties as required in accordance with the nature and grade of the post.</li> </ul>	N/A

## Person specification

	Essential	Desirable
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Excellent oral and written communication skills, including the ability to communicate with clarity on complex and conceptual ideas to those with limited knowledge and understanding as well as to peers, using high level skills and a range of media.</li> <li>• Sufficient breadth or depth of specialist knowledge in the discipline to develop research programmes and methodologies.</li> <li>• Ability to devise, advise on and manage research programmes.</li> <li>• Ability to manage resources and an understanding of management processes.</li> <li>• High level analytical capability to facilitate conceptual thinking, innovation and creativity.</li> <li>• Ability to build relationships and collaborate with others, internally and externally.</li> </ul>	
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>• Experience of developing research methodologies and devising models, approaches, techniques, critiques and methods.</li> <li>• Extensive research experience within subject specialism.</li> <li>• Substantial experience of applying the specialist skills and approaches and techniques required for the role, including qualitative research skills, literature reviewing and descriptive analyses of quantitative data using statistical packages.</li> <li>• Experience and achievement in chosen field, reflected in growing and consistent national reputation.</li> <li>• Demonstrable substantial contribution to high quality publications, considered to be within Research Excellence Frameworks (REF).</li> <li>• Extensive experience and demonstrated success in delivering research results.</li> </ul>	<ul style="list-style-type: none"> <li>• A growing international reputation in their field.</li> <li>• Experience, achievement and growing reputation in the discipline, reflected in relevant national committee memberships, and/or involvement in national research events.</li> <li>• Track record in gaining support for significant externally funded research and consultancy projects e.g. with industry, commerce, public bodies.</li> <li>• Experience of supervising junior colleagues.</li> <li>• Experience in use of research methodologies and techniques in implementation research</li> <li>• Experience of developing implementation or other toolkits aimed at changing clinical or public health practice</li> <li>• Experience of developing and delivering workshops, seminars or</li> </ul>

	<ul style="list-style-type: none"> <li>• Experience of writing for publication including first author publications</li> <li>• Experience of literature reviewing</li> </ul>	training to multidisciplinary audiences
<b>Qualifications, certification and training (relevant to role)</b>	<ul style="list-style-type: none"> <li>• PhD or equivalent in applied health research, psychology, social sciences or public health</li> </ul>	<ul style="list-style-type: none"> <li>• Membership of a professional body where appropriate.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>▪ Willingness to adopt the <a href="#">vision and values</a> of the School of Medicine.</li> </ul>	

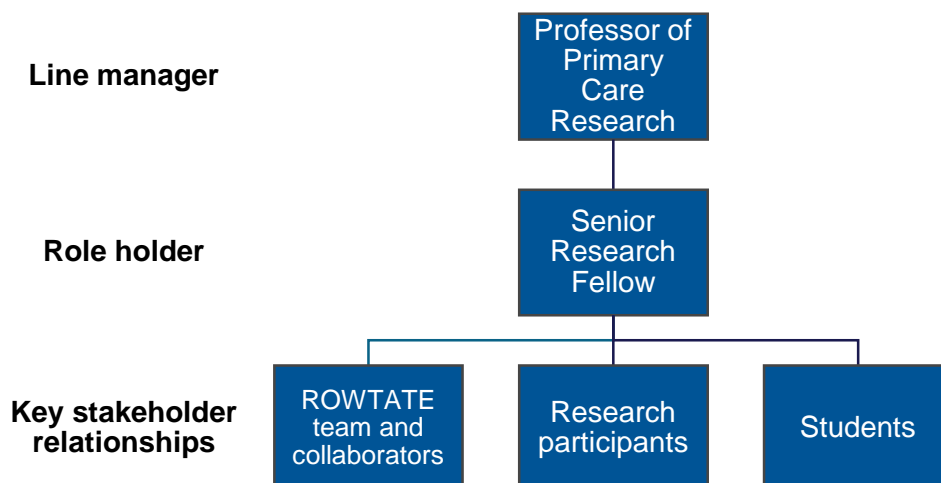


## Expectations and behaviours

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** Understands that it is essential to provide a structure that people can thrive in. Knows how to communicate with people to create a healthy working environment and get the best out of people.
- Taking ownership** Communicates vision clearly, providing direction and focus. Knows how to create a productive environment where people are inspired and can work cross-departmentally in partnership.
- Forward thinking** Has the ambition to be a pioneer in own area, anticipating the future change, needs and challenges. Knows how to innovate within their work context and champions others to be inspired to be part of this ambition
- Professional pride** Keeps up to date on latest thinking, trends and work practices. Supports team to be thought leaders; willing to challenge if obstacles get in the way.
- Always inclusive** Establishes far reaching partnerships, well beyond own area across a broad range of networks. Understand role to pay due regard to the needs of the whole community.

## Key relationships with others





<b>Job title</b>	Research Fellow (Title will be 'Research Associate' where an appointment is made before PhD is completed)	<b>Job family and level</b>	Research and Teaching Level 4 (Appointment will be Level 4 career training grade where an appointment is made before PhD has been completed)
<b>School/ Department</b>	School of Medicine, Lifespan and Population Health	<b>Location</b>	The East Midlands Campuses of the University of Nottingham

## Purpose of role

The purpose of this role will be to have specific responsibility to deliver research on the ROWTATE (Return to Work After Trauma) NIHR programme grant, and make a contribution to the direction of research programmes in the School of Medicine. The programme grant is testing the clinical and cost-effectiveness of a vocational rehabilitation intervention to help people return to work after serious injury. The main duties of the role are to develop implementation resources based on the findings from the research programme and the extant literature and produce a range of outputs from the research programme.

You will join an established team, led by Professors Denise Kendrick and Kate Radford, whose main areas of research interest include injury prevention and vocational rehabilitation.

You will have the opportunity to use your initiative and creativity to identify areas for research, develop research methods and extend your research portfolio.

The School of Medicine recognises the importance of continuous professional development and therefore the importance of providing opportunities, structured support and encouragement to engage in professional development each year.

To find out more about the School of Medicine, its values, vision, teaching and research, please see our [further information leaflet](#).

	<b>Main responsibilities</b> (Primary accountabilities and responsibilities expected to fulfil the role)	<b>% time per year</b>
1	<p><b>Research Responsibilities:</b></p> <ul style="list-style-type: none"> <li>To manage, plan and conduct own research activity using recognised approaches, methodologies, and techniques within the research area.</li> <li>To resolve problems, in meeting research objectives and deadlines in collaboration with others.</li> <li>To identify opportunities and assist in writing bids for research grant applications. Prepare proposals and applications to both external and/or internal bodies for funding, contractual or accreditation purposes.</li> </ul>	60 %

2	<b>Engagement, Communication and Continuation Responsibilities:</b> <ul style="list-style-type: none"> <li>• To write up research work for publication and/or contribute to the dissemination at national/international conferences, resulting in successful research outputs.</li> <li>• To collaborate with academic colleagues on areas of shared interest for example, course development, collaborative or joint research projects.</li> </ul>	30 %
3	<b>Teach, supervise, examine and personal tutoring:</b> <ul style="list-style-type: none"> <li>• You are expected to make a contribution to teaching that is in balance with wider contributions to research and other activities.</li> </ul>	10%
4	<b>Other:</b> <ul style="list-style-type: none"> <li>• Any other duties appropriate to the grade and level of the role</li> </ul>	N/A

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## Person specification

	Essential	Desirable
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Excellent oral and written communication skills, including the ability to communicate with clarity on complex information.</li> <li>• Ability to creatively apply relevant research approaches, models, techniques and methods.</li> <li>• Ability to build relationships and collaborate with others, both internally and externally.</li> <li>• High analytical ability to analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights.</li> <li>• Ability to assess and organise resource requirements and deploy effectively.</li> </ul>	
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>• Some practical experience of applying the specialist skills and approaches and techniques required for the role, including qualitative research skills, literature reviewing and descriptive analyses of quantitative data using statistical packages.</li> <li>• Experience in use of research methodologies and techniques to work within area.</li> <li>• Evidence of some peer-reviewed publications, including first author publications</li> <li>• Experience of literature reviewing</li> </ul>	<ul style="list-style-type: none"> <li>• Previous success in gaining support for externally funded research projects.</li> <li>• Experience of developing new approaches, models, techniques or methods in research area.</li> <li>• Experience in use of research methodologies and techniques in implementation research</li> <li>• Experience of developing implementation or other toolkits aimed at changing clinical or public health practice</li> <li>• Experience of developing and delivering workshops, seminars or training to multidisciplinary audiences</li> </ul>
<b>Qualifications, certification and training (relevant to role)</b>	<ul style="list-style-type: none"> <li>• PhD or equivalent in applied health research, psychology, social sciences or public health or the equivalent in professional qualifications and experience in research area OR near to completion of a PhD.</li> </ul>	



Other	<ul style="list-style-type: none"> <li>Willingness to adopt the <a href="#">vision and values</a> of the School of Medicine.</li> </ul>	
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## 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

