



Job title	Research Fellow in Feline Welfare	Job family and level	Scale – Research & Teaching level 4 - Research Salary - £39,355
School/ Department	Faculty of Medicine and Health Sciences, School of Veterinary Medicine and Science (SVMS)	Location	Sutton Bonington Campus, LE12 5RD

Purpose of role

Using an evidence-based approach, you will help to source and synthesise current knowledge and resources to develop an appropriate framework for the practical assessment and management of unowned cat welfare. This will involve collaboration and co-creation with relevant cat care stakeholders, including welfare experts and others across the UK shelter sector to help shape the framework into a user-friendly format that is easily implemented. This is an exciting opportunity for someone to work at the cutting edge of feline welfare, which will result in the production of high-quality research with the potential to make significant positive impact for the unowned cat community. This project is the result of a partnership between Cats Protection and the University of Nottingham.

You will be a conscientious individual who relishes autonomy within a supportive environment. You will have excellent people and communication skills, be enthusiastic about working closely with others as part of a wider team, be methodical and practical, intellectually curious and be eager to get involved. You will be a key research member of the Centre for Evidence-based Veterinary Medicine (CEVM).

Your role will be to:

- Generate a comprehensive understanding of the current landscape relating to approaches to the management and assessment of the health and wellbeing of unowned free-living cats in the UK and any potential barriers and solutions to positive cat welfare outcomes
- Co-create appropriate frameworks to assist in the practical assessment and management of unowned cat welfare by cat care stakeholders to generate positive cat quality of life outcomes
- Identify current specific resource gaps and their recommended routes to development
- Produce at least one scientific manuscript describing the research undertaken to generate the framework, identification of resource gaps and development routes.

Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time
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1	To conduct research at the highest level in accordance with the aims and objectives of the project and produce useful outputs that lead to peer-reviewed publications of international quality and other types of research impact or knowledge exchange outputs.	85%
2	To contribute to research supervision and training of postgraduate students, and to contribute to the development of the CEVM research group by being an effective team player	5%
3	To be accountable to the line manager on the progress and daily running of the project.	5%
4	Undertake administrative and any other relevant tasks as reasonably requested by the line manager.	3%
5	Personal and professional training and development.	2%

Person specification

	Essential	Desirable
Personal skills	<ul style="list-style-type: none"> ▪ Excellent interpersonal, written, and spoken communication skills. ▪ Able to work well in mixed teams, and engage effectively with colleagues and stakeholders. ▪ Ability to work independently and manage own workload to meet deadlines and to prioritise tasks. 	<ul style="list-style-type: none"> ▪ Able to explain technical concepts clearly to a range of people from different professional backgrounds.
Knowledge and experience	<ul style="list-style-type: none"> ▪ Track record of successful and timely delivery of research projects ▪ Experiences of conducting mixed methods research with multiple types of stakeholders ▪ Track record of working in areas of applied animal welfare ▪ The translation of scientific evidence into practical actions that support positive human behaviour change for animal wellbeing ▪ Experience of publishing in peer-reviewed journals. ▪ Experience of presenting research at scientific conferences. 	<ul style="list-style-type: none"> ▪ Track record of working on academic projects requiring close collaboration with applied stakeholders such as zookeepers, shelter workers, veterinarians, veterinary nurses or animal behaviourists ▪ Strong track record of applied animal welfare publications as first author
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ PhD in a related topic (e.g. animal behaviour, social science, preventive medicine, veterinary medicine) 	<ul style="list-style-type: none"> ▪ Previous postdoctoral experience involving the essential criteria



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 their 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

