

Job title	Research Associate/Fellow (Title will be 'Research Associate' where an appointment is made before PhD is completed)	Job family and level	Research & Teaching Level 4a/4
School/ Department	School of Veterinary Medicine and Science	Location	Sutton Bonington campus

Purpose of role

The purpose of this role will be to support the principal investigator Jasmeet Kaler in developing research objectives and proposals and conducting research in the area of epigenomic markers associated with behaviour, personality, production and health in dairy cattle. The post holder will be expected to undertake independent research as well as working as part of a team. This will include collecting data using methodologies and techniques appropriate to the type of research (blood sampling, precision livestock technologies), and will be responsible for writing up their work in order to produce papers for publication and present the results at scientific meetings.

The role holder will have the opportunity to use their initiative and creativity to identify areas for research, develop research methods and extend their research portfolio.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	To conduct research at the highest level in accordance with the aims and objectives of the project and produce useful outputs of impact that lead to peer-reviewed publications of international quality.	90%
2	To contribute to research supervision and training of undergraduates and postgraduates, and to contribute to the development of the research group and the School.	5%
3	To operate as an effective team player within the group and to be accountable to the line manager on the progress and daily running of the project.	5%

Person specification

	Essential	Desirable
Skills	<p>In-depth expertise in animal behaviour and personality applied to livestock farming, including deploying and managing precision technologies.</p> <p>Strong animal handling skills, particularly with adult cattle and calves.</p> <p>Oral and written communication skills, including the ability to communicate with clarity on complex information.</p> <p>Ability to work and thrive in a large multidisciplinary group.</p>	<p>Collection of blood samples in adult cattle and calves.</p> <p>Deployment of sensor technologies in livestock and management of sensor data.</p>
Knowledge and experience	<p>Evidence of publications in the area of precision livestock technologies, animal behaviour and personality.</p> <p>Evidence of sufficient breadth or depth of research methodologies and techniques to work in the animal behaviour field.</p> <p>Experience analysing longitudinal precision livestock technology data.</p> <p>Experience working on field trials involving precision technologies and blood sampling in cattle.</p>	<p>Highly motivated, able to work independently, as well as highly effectively in interdisciplinary teams.</p> <p>Experience of presenting research at scientific conferences.</p> <p>Experience working on ASPA trials involving adult cattle and/or calves.</p>
Qualifications, certification and training (relevant to role)	<p>PhD (or very close to completion) in animal personality applied to livestock farming.</p> <p>ASPA personal licence (PIL AB (cattle))</p>	<p>Master's Degree, or equivalent in animal behaviour.</p>



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 always equitable and fair and works with integrity. Proactively looks for ways to develop the team and is comfortable providing clarity by explaining the rationale behind decisions.
Taking ownership	Is highly self-aware, looking for ways to improve, both taking on board and offering constructive feedback. Inspires others to take accountability for their own areas.
Forward thinking	Driven to question the status quo and explore new ideas, supporting the team to "lead the way" in terms of know-how and learning.
Professional pride	Sets the bar high with quality systems and control measures in place. Demands high standards of others identifying and addressing any gaps to enhance the overall performance.
Always inclusive	Ensures accessibility to the wider community, actively encouraging inclusion and seeking to involve others. Ensures others always consider the wider context when sharing information making full use of networks and connections.

Key relationships with others

