



Job title	Research Fellow (Title will be 'Research Associate' where an appointment is made before PhD is completed)	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 & Crop Sciences School of Biosciences	Location	Sutton Bonington Campus

Purpose of role

The purpose of this role will be to have specific responsibility for research, for developing research objectives and proposals for a research project in the development of Temperature Resistant Rice by exploiting novel germplasm to deliver improved heat tolerance and future-proofed rice yields. The person appointed will be expected to plan and conduct work using approaches or methodologies and techniques appropriate to the type of research, and will be responsible for writing up their work for publication.

The person appointed 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 develop research objectives and proposals for own and/or collaborative research area.	5
2	To plan and manage own research activity and resolve problems, if required, in meeting own/team research objectives and deadlines in collaboration with others. To plan and conduct research using recognised approaches, methodologies and techniques within the research area.	50
3	To analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights to research area.	20
4	To write up research work for publication and/or contribute to the dissemination at national/international conferences, resulting in successful research outputs.	10
7	To co-ordinate the operational aspect of research networks, for example, arranging meetings and updating web sites etc and contribute to collaborative decision making with colleagues in area of research and build collaborative relationships with both internal and external contacts.	5

8	To provide support, guidance and supervision to other staff, where appropriate in own area of expertise and collaborate on areas of shared interest; supervise undergraduate and/or postgraduate students projects, fieldwork and placements, as appropriate.	5
12	To utilise and contribute to organising research resources and facilities, laboratories and workshops as appropriate.	5

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> Oral and written communication skills, including the ability to communicate with clarity on complex information. Ability to analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights. Ability to creatively apply relevant research approaches, models, techniques and methods. Ability to assess and organise resource requirements and deploy effectively. Ability to build relationships and collaborate with others, both internally and externally. 	<ul style="list-style-type: none"> Ability to foster a research culture and commitment to learn in others. Methods associated with plant reproduction analysis Methods associated with photosynthesis analysis in plants Methods associated with abiotic stress in plants
Knowledge and experience	<ul style="list-style-type: none"> Some practical experience of applying the specialist skills and approaches and techniques required for the role including plant reproductive biology, rice science, crop photosynthesis, abiotic stress, advanced phenotyping. Experience in use of research methodologies and techniques to work within the research area including plant reproductive biology, rice science, crop photosynthesis, abiotic stress, advanced phenotyping. 	<ul style="list-style-type: none"> Previous success in gaining support for externally funded research projects. Experience of developing new approaches, models, techniques or methods in research area. Experience of rice cultivation and controlled environment experimentation Experience of advanced plant phenotyping Publications in relevant areas in peer reviewed journals
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> PhD or equivalent in relevant subject area or the equivalent in professional qualifications and experience in research area. OR near to completion of a PhD 	
Statutory, legal or special requirements		



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



