



Job title	Research Associate/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	Nottingham University Business School	Location	Jubilee Campus

Purpose of role

The purpose of this role will be to support the principal investigator in developing research objectives and proposals and conducting fieldwork research in the area of Chinese rural-urban transition. The post holder will be expected to undertake independent research as well as working as part of a team, this will include using approaches or methodologies and techniques appropriate to the type of research, and will be responsible for writing up their work in order to contribute to published outcomes. The successful candidate will be part of an internationally-leading research team and be responsible for various tasks, including conducting surveys and interviews, publishing articles, and supporting scientific networks.

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 plan and conduct fieldwork research using recognised approaches, methodologies and techniques within the research area and support the development of research objectives and proposals for own and/or collaborative research area.	20%
2	To analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights to research area.	15%
3	To contribute to writing up research findings for publication.	15%
4	To assist with the preparations, proposals and applications to both external and/or internal bodies for funding, contractual or accreditation purposes.	10%
5	To build internal and/or external contacts to develop knowledge and understanding, forming relationships for future collaborations.	5%
6	To co-ordinate the operational aspect of research networks, for example, arranging meetings and updating websites etc and contribute to collaborative decision making with colleagues in area of research.	15%

7	To provide guidance as required to support staff and students, where appropriate in own area of expertise.	5%
8	To collaborate with academic colleagues on areas of shared interest for example, course development, collaborative or joint research projects. .	5%
9	To plan and manage own research activity and resolve problems, if required, in meeting own/team research objectives and deadlines in collaboration with others.	10%

Person specification

	Essential	Desirable
Skills	- Oral and written communication skills, including the ability to communicate with clarity on complex information. - Developing fieldwork and research skills, with the ability to creatively apply relevant research approaches, models, techniques and methods - Ability to contribute to method improvement. - Analytical ability to facilitate conceptual thinking, innovation and creativity. - Ability to build relationships and collaborate with others, internally and externally.	- Ability to assess and organise resource requirements and deploy effectively. - Ability to foster a research culture and commitment to learn in others. - Ability to analyse and illuminate data, interprets reports, evaluate and criticise texts and bring new insights.
Knowledge and experience	- Evidence of sufficient breadth or depth of field work and research methodologies and techniques to work in research area of rural-urban transitions. - Multi-disciplinary training in development studies, human geography, rural sociology, anthropology, or political science. - Some practical experience of applying the specialist skills approaches and techniques required for the role. - Evidence of using research methodologies and techniques to work within research area	- Knowledge of property rights, (informal) settlements, mining, natural resources and/or land policy - Experience of developing new approaches, models, techniques or methods in research area.
Qualifications, certification and training (relevant to role)	Relevant PhD (or nearing completion) in development studies, human geography, rural sociology, anthropology, or political science	Master's Degree, or equivalent in relevant subject area.
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

