



Job title	Postdoctoral Research Associate in Ecology and Evolution (Fixed Term)	Job family and level	Research and Teaching Level 4, R
School/ Department	School of Life Sciences	Location	Life Sciences building

## Purpose of role

The purpose of this role is to conduct research in animal conservation, ecology, and evolution, aligned with the Montana Fish, Wildlife and Parks funded project “Cutthroat Trout Hatchery Rearing and Gene Expression.”

The researcher will analyse existing RNA-sequencing and whole genome DNA-methylation data from wild and hatchery westslope cutthroat trout to identify differences in gene expression and epigenetic signatures associated with hatchery rearing. The results will help assess how captive rearing influences survival- and fitness-related traits, directly informing conservation aquaculture practices for native trout restoration.

The post holder will primarily perform computational analyses of existing methylation datasets and will collaborate closely with the project team to interpret and discuss results. They will be responsible for writing up their findings to contribute to publications. The role also offers opportunities to identifying new research directions, developing analytical approaches, and expanding their research portfolio.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	To plan and conduct research on already available data using recognised approaches, methodologies and techniques within the research area.	60
2	To contribute to writing up research findings for publication.	20
3	To collaborate closely with the project team in interpreting results and identifying their applied outcomes.	10
4	To support the development of research objectives and proposals for collaborative research area.	2.5
5	To provide guidance as required to support staff and students, where appropriate in own area of expertise.	2.5
6	To collaborate with academic colleagues on areas of shared interest for example collaborative or joint research projects.	2.5
7	To carry out knowledge exchange and outreach relevant to the research.	2.5

## Person specification

	<b>Essential</b>	<b>Desirable</b>
<b>Skills</b>	<ul style="list-style-type: none"> <li>▪ Experience with the analysis of methylation data</li> <li>▪ Experience with bioinformatic pipelines for the analysis of genome data</li> <li>▪ Oral and written communication skills, including the ability to communicate with clarity on complex information.</li> <li>▪ Statistical/analytical skills (e.g. with R).</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ability to assess and organise resource requirements and deploy effectively.</li> <li>▪ Ability to foster a research culture and work with others.</li> <li>▪ Willingness to learn new skills and take a flexible approach.</li> <li>▪ Careful and well-organised.</li> <li>▪ Developing research skills, with the ability to creatively apply relevant research approaches, models, techniques and methods</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>▪ Evidence of sufficient breadth or depth of research methodologies and techniques to work in research area.</li> <li>▪ Preparation and submission of scientific manuscripts for publication (appropriate to career stage).</li> </ul>	<ul style="list-style-type: none"> <li>▪ Knowledge in population genetics/genomics.</li> <li>▪ Experience communicating project results to stakeholders, including conservation organizations, zoos, wildlife agencies, and land managers.</li> <li>▪ Familiarity with relevant ecology and evolutionary literature on adaptation to captivity.</li> <li>▪ Experience in working with large datasets.</li> <li>▪ Practical and solution oriented.</li> <li>▪ Evidence of using research methodologies and techniques to work within research area</li> </ul>
<b>Qualifications, certification and training (relevant to role)</b>	<ul style="list-style-type: none"> <li>• PhD in appropriate subject</li> </ul>	<ul style="list-style-type: none"> <li>▪ Master's Degree, or equivalent in relevant subject area.</li> </ul>
<b>Statutory, legal or special requirements</b>		



## 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:

<b>Valuing people</b>	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.
<b>Taking ownership</b>	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.
<b>Forward thinking</b>	Drives the development, sharing and implementation of new ideas and improvements to support strategic objectives. Engages others in the improvement process.
<b>Professional pride</b>	Is professional in approach and style, setting an example to others; strives to demonstrate excellence through development of self, others and effective working practices.
<b>Always inclusive</b>	Builds effective working relationships, recognising and including the contribution of others; promotes inclusion and inclusive practices within own work area.

## Key relationships with others



