



Job title	Research Fellow (Mesozoic Palaeobotany & ecophysiology) (title will be Research Associate where an appointment is made before PhD is completed)	Job family and level	Research Level 4 (appointment will be Level 4 career training grade when an appointment is made before PhD has been completed)
School/ Department	Biosciences/ Agriculture & Environmental Science	Location	Sutton Bonington Campus

Purpose of role

To carry out independent and collaborative research within an Leverhulme Trust -funded programme investigating plant ecophysiological performance and plant climate feedback mechanism in the Middle Jurassic, a greenhouse episode in Earth history.

The postholder will generate ecophysiological data along with morphological and anatomical trait data on experimental and fossils plants. These relationships will then be used to explore how plants from the Middle Jurassic were adapted and lived in their greenhouse world.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	<p>Research</p> <ul style="list-style-type: none"> • To independently design, plan, conduct and analyse experiments across a range of plants related to fossil taxa to investigate how environmental influence physiology processes and plant functional morphology and anatomy. • To carry out high-resolution imaging to visualise stomatal traits on living and Jurassic plants, and to integrate these data with complementary physiological or environmental and chemical datasets generated within the wider project. • To work closely with the Principal Investigator and other researchers on the project to ensure coherence between experimental strands, including sharing protocols, data, biological/ geological materials and analytical approaches. 	65%
2	<p>Dissemination of research results</p> <ul style="list-style-type: none"> ▪ To make a substantial contribution to the preparation of research papers, reports and funding outputs, including leading or co-authoring peer-reviewed publications arising from the project. ▪ To present research findings at internal seminars and national and international scientific meetings, contributing to the visibility of the research group and the University. 	20%
3	<p>Support junior members of the group</p> <ul style="list-style-type: none"> ▪ To support the training, mentoring and day-to-day supervision of PhD students and project students working on related aspects of palaeobiology and environmental responses. 	5%

	<ul style="list-style-type: none"> ▪ To contribute to a supportive and collaborative laboratory culture through sharing technical expertise, methodological knowledge and best practice in experimental design and data analysis. 	
4	<p>Engage in Professional Development activities</p> <ul style="list-style-type: none"> ▪ To actively develop research skills relevant to the project, including advanced imaging, spatially resolved molecular approaches and data analysis, through training courses, workshops and visits to collaborating laboratories. ▪ To contribute to the initiation and maintenance of internal and external collaborations that strengthen the scientific outcomes of the project and broaden its methodological or conceptual scope. 	5%
5	<p>Adhere to H&S regulations</p> <ul style="list-style-type: none"> ▪ To contribute to the safe, compliant and well-organised operation of the laboratory, adhering to relevant health and safety regulations and good practice for genetically modified organisms, chemical handling and use of shared research facilities. 	5%

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Demonstrable laboratory skills in plant (palaeo) biology and / or eco-ecophysiology ▪ Excellent written and oral communication skills, with the ability to present complex datasets clearly to diverse audiences. ▪ Strong organisational and time-management skills, with the ability to prioritise tasks and manage multiple experiments effectively. ▪ Ability to work as part of a team. 	<ul style="list-style-type: none"> ▪ Ability to analyse, interpret and synthesise complex experimental datasets, and to formulate and test new mechanistic hypotheses.
Knowledge and experience	<ul style="list-style-type: none"> ▪ Experience in preparing scientific reports and/or peer-reviewed publications in plant science or a closely related discipline. ▪ Evidence of experience with research methodologies relevant to the role. ▪ Experience in the analysis of stomatal traits ▪ Experience in growing plants in controlled environments. 	<ul style="list-style-type: none"> ▪ Experience in experimental approaches creatively to address mechanistic questions in plant palaeobiology. ▪ A relevant publication record. ▪ Experience contributing to the supervision or training of students or technical staff. ▪ Willingness to undertake short research visits and training with collaborating laboratories.
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ PhD (or close to completion) in Palaeobotany, plant sciences, or a related discipline. 	



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

