

## Academic: Research Job Family – Grade 6

### Role Summary

This profile builds on the activities outlined at Grade 5. Role holders at this grade will be experienced in research, and will be involved in the planning, development and progression of individual or joint research objectives/projects. They will be responsible for writing up research findings and results, individually or in collaboration with colleagues, for publication/dissemination via conference presentations, peer reviewed publications etc. Whilst the overall research aims and objectives are likely to be defined by others (eg the Principal Investigator), the role holder will be responsible for managing and progressing their own research activities with minimal supervision. Role holders require up-to-date knowledge and specialist understanding in the field, typically gained through a degree and PhD in the relevant subject area together with some research experience.

### Representative Work Activities (Based on National Library of Role Profiles/HERA)

Teaching & Learning Support	<ul style="list-style-type: none"> <li>• Be involved in the assessment of student knowledge and supervision of projects.</li> <li>• Assist in the development of student research skills.</li> </ul>
Research	<ul style="list-style-type: none"> <li>• Develop research objectives and proposals for own or joint research.</li> <li>• Conduct individual and collaborative research projects.</li> <li>• Use creativity to analyse and interpret research data and draw conclusions on the outcomes.</li> <li>• Continually update knowledge and understanding in field or specialism.</li> <li>• Translate knowledge of advances in the subject area into research activity.</li> </ul>
Communication	<ul style="list-style-type: none"> <li>• Deal with routine communication using a range of media.</li> <li>• Communicate complex information, orally and in writing.</li> <li>• Write up research work for publication.</li> <li>• Preparing proposals and applications to external bodies, eg for funding and contractual purposes.</li> <li>• Communicate material of a specialist or highly technical nature.</li> </ul>
Liaison & Networking	<ul style="list-style-type: none"> <li>• Liaise with colleagues and students.</li> <li>• Build internal contacts and participate in internal networks for the exchange of information and to form relationships for future collaboration.</li> <li>• Join external networks to share information and identify potential sources of funds.</li> </ul>
Team Development	<ul style="list-style-type: none"> <li>• Manage own research and administrative activities, with guidance if required.</li> </ul>
Teamwork & Motivation	<ul style="list-style-type: none"> <li>• Work with colleagues on joint projects, as required.</li> <li>• Collaborate with academic colleagues on areas of shared research interest.</li> <li>• Attend and contribute to relevant meetings.</li> </ul>
Pastoral Care	<ul style="list-style-type: none"> <li>• Required to show sensitivity/consideration to others.</li> </ul>
Initiative, Problem-Solving & Decision-Making	<ul style="list-style-type: none"> <li>• Use new research techniques and methods.</li> <li>• Use initiative and creativity to identify areas for research, develop new research methods and extend the research portfolio.</li> <li>• Contribute to collaborative decision making with colleagues in areas of research.</li> </ul>
Planning & Organising Resources	<ul style="list-style-type: none"> <li>• Use research resources, laboratories and workshops as appropriate.</li> <li>• Plan and manage own research activity in collaboration with others.</li> </ul>
Sensory & Physical Demands	<ul style="list-style-type: none"> <li>• Demands may vary from relatively light to a high level depending on the discipline and type of work undertaken, and may involve carrying out tasks that require the learning of certain skills</li> </ul>

Work Environment	<ul style="list-style-type: none"> <li>• Work environment will vary according to job type, but there may be exposure to: <ul style="list-style-type: none"> <li>- unpleasant/moderately hazardous work environments (e.g. working in a laboratory, exposure to chemicals, use of some hazardous machinery etc) where use of standard protective clothing/safety equipment will be required;</li> <li>- some very hazardous/high risk work environments (e.g. working with highly toxic chemicals, radioactive substances, carcinogenic materials) where specialist health and safety procedures must be adhered to.</li> </ul> </li> </ul>
Knowledge & Experience	<ul style="list-style-type: none"> <li>• Possess sufficient breadth/depth of specialist knowledge in the discipline and of research methods and techniques to work effectively within established research programmes.</li> <li>• Thorough knowledge and understanding of policy, practices and procedures relevant to the role, which may include broader University / sector / external (e.g. commercial) awareness.</li> <li>• Knowledge and skills typically gained through the attainment of a degree and PhD in the relevant subject area together with some research experience.</li> <li>• Proactively engage in continuing professional development/training to keep knowledge and skills up-to-date.</li> <li>• Knowledge of and adherence to the University's Health and Safety and Equal Opportunities policies/procedures.</li> <li>• Member of professional body where required.</li> </ul>

#### Personal Skills and Attributes

- Well developed research/analytical skills and problem solving capability, able to apply appropriate levels of initiative, judgement and creativity.
- Proven communication, interpersonal and presentation skills.
- Proactive team member, able to motivate, encourage and support others.
- Well developed planning, organisational and prioritising capability.
- Effective people/project management skills, as appropriate.
- Capable of effective transfer of skills/knowledge to others.
- Courtesy, respect and collegiality at all times.