

## Academic: Research Job Family – Grade 7

### Role Summary

This profile builds on the activities outlined at Grade 6. Role holders at this grade will have substantive research experience, and will normally take lead responsibility and accountability for the design, delivery and quality of an individual research project or a significant part of a large research programme. Role holders will have a growing reputation in research demonstrated by a track record of published research, and are likely to contribute to the development of wider or new research programmes/strategies. They will also have responsibility for acquisition of funding for future research projects. Knowledge and skills required are typically gained through the attainment of a degree and PhD qualification in the subject area together with approximately 4 years relevant post-doctoral research experience.

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

Teaching & Learning Support	<ul style="list-style-type: none"> <li>• Contribute to the teaching and learning programmes in the department.</li> <li>• Supervise postgraduate research students.</li> <li>• Use a range of delivery techniques to enthuse and engage students.</li> </ul>
Research	<ul style="list-style-type: none"> <li>• Develop research objectives, projects and proposals.</li> <li>• Conduct individual or collaborative research projects.</li> <li>• Assess, interpret and evaluate outcomes of research.</li> <li>• Identify sources of funding and contribute to the process of securing funds.</li> <li>• Extend, transform and apply knowledge acquired from scholarship to research and appropriate external activities.</li> <li>• Write or contribute to publications or disseminate research findings using other appropriate media.</li> <li>• Make presentations at conferences or exhibit work in other appropriate events.</li> </ul>
Communication	<ul style="list-style-type: none"> <li>• Routinely communicate complex and conceptual ideas to those with limited knowledge and understanding as well as to peers using high level skills and a range of media.</li> </ul>
Liaison & Networking	<ul style="list-style-type: none"> <li>• Collaborate actively within and outwith the Institution to complete research projects and advance thinking.</li> <li>• Participate in and develop external networks, for example to identify sources of funding, generate income, obtain consultancy projects, or build relationships for future activities.</li> </ul>
Team Development	<ul style="list-style-type: none"> <li>• Mentor colleagues with less experience and advise on personal development.</li> <li>• Coach and support colleagues in developing their research techniques.</li> <li>• Depending on the area of work, could be expected to supervise the work of others, for example in research teams or projects.</li> </ul>
Teamwork & Motivation	<ul style="list-style-type: none"> <li>• Take lead responsibility for a small research project or a significant part of a large project, which involves the management/motivation of team members.</li> <li>• Develop productive working relationships with other members of staff.</li> <li>• Co-ordinate the work of colleagues to ensure equitable access to resources and facilities.</li> </ul>
Pastoral Care	<ul style="list-style-type: none"> <li>• Deal with standard problems and help colleagues resolve their concerns about progress in research.</li> </ul>
Initiative, Problem-Solving & Decision-Making	<ul style="list-style-type: none"> <li>• Assess, interpret and evaluate outcomes of research.</li> <li>• Develop new concepts and ideas to extend intellectual understanding.</li> <li>• Resolve problems of meeting research objectives and deadlines.</li> </ul>

	<ul style="list-style-type: none"> <li>• Develop ideas for generating income and promoting research area.</li> <li>• Develop ideas for application of research outcomes</li> <li>• Decide on research programmes and methodologies, often in collaboration with colleagues and sometimes subject to the approval of the head of the research programme on fundamental issues.</li> </ul>
Planning & Organising Resources	<ul style="list-style-type: none"> <li>• Plan, co-ordinate and implement research programmes.</li> <li>• Manage the use of research resources and ensure that effective use is made of them.</li> <li>• Manage or monitor research budgets.</li> <li>• Help to plan and implement commercial and consultancy activities.</li> <li>• Plan and manage own consultancy assignments.</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, requirement to carry out risk assessments for very hazardous activities/experiments) 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 to develop research programmes and methodologies.</li> <li>• Track record of published research.</li> <li>• Awareness of the current and future priorities of the School.</li> <li>• Knowledge required is typically gained through the attainment of a degree and PhD qualification in the subject area together with approximately 4 years relevant post-doctoral work 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>• Membership of relevant professional body.</li> </ul>

### Personal Skills and Attributes

- Strong research/analytical skills and problem solving capability within a specialism.
- Ability to deliver on/contribute to significant research projects/programmes.
- Strong communication, interpersonal and presentation skills.
- Effective leadership/management skills.
- Ability to motivate and support others and build team morale.
- Ability to secure funding for future research projects.
- Ability to manage research resources/budgets.
- Advanced planning, organisational and prioritising skills.
- Innovative and creative – ability to generate new ideas and recommendations for change/improvement.
- Courtesy, respect and collegiality at all times.