

Academic: Research Job Family – Grade 8

Role Summary

This profile builds on the activities outlined at Grade 7. Role holders at this level will have sustained and extensive research experience, and will be developing an international reputation in their subject area as evidenced by invitations to present at national and/or international conferences, membership of editorial boards, editorship of peer reviewed journals, membership of councils/committees of learned societies. They will be responsible, as project leader/principal investigator, for leading, developing and co-ordinating a significant/substantial research programme, will play a key role in the development of the School research strategy, and will be involved in the development and delivery of Knowledge Transfer initiatives. Role holders will also play a significant role within the School, through, for example, acting in a senior administrative role and may contribute to teaching and learning programmes/supervision. Role holders will possess an in-depth understanding of the subject specialism to enable the development of new knowledge and understanding within the field.

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

Teaching & Learning Support	<ul style="list-style-type: none"> • Supervise the work of post graduate students. • Project supervision (undergraduate). • Could be expected to contribute to postgraduate teaching programmes
Research	<ul style="list-style-type: none"> • Contribute to the development of research strategies in the School. • Define research objectives and questions. • Develop proposals for research projects which will make a significant impact by leading to an increase in knowledge and understanding and the discovery or development of new explanations, insights, concepts or processes. • Actively seek research funding and secure it as far as it is reasonably possible. • Act as principal investigator on major research projects. • Generate new research approaches and identify, adapt, develop and use research methodologies and techniques appropriate to the type of research. • Review and synthesise the outcomes of research studies. • Interpret findings obtained from research projects and develop new insights, expanding, refining and testing hypotheses and ideas. • Contribute generally to the development of thought and practice in the field.
Communication	<ul style="list-style-type: none"> • Disseminate conceptual and complex ideas to a wide variety of audiences using appropriate media and methods to promote understanding.
Liaison & Networking	<ul style="list-style-type: none"> • Lead and develop internal networks for example by chairing and participating in Institutional committees. • Lead and develop external networks for example with other active researchers and leading thinkers in the field. • Develop links with external contacts such as other educational and research bodies, employers, professional bodies and other providers of funding and research initiatives to foster collaboration and generate income.
Team Development	<ul style="list-style-type: none"> • Provide academic leadership to those working within research areas by, for example: co-ordinating the work of others to ensure that research projects are delivered effectively and on time; organising the work of a team by agreeing objectives and work plans; acting as line manager of research teams. • Contributing to the development of teams and individuals through the performance review system and providing advice on personal development. • Act as a personal mentor to peers and colleagues.
Teamwork & Motivation	<ul style="list-style-type: none"> • Lead teams within areas of responsibility. • Ensure that teams within the department/project work together. • Act to resolve conflicts within and between teams.
Pastoral Care	<ul style="list-style-type: none"> • Responsible for dealing with referred issues for researchers within own project areas. • Provide first line support for colleagues, referring them to sources of further help if required.

Initiative, Problem-Solving & Decision-Making	<ul style="list-style-type: none"> Resolve problems affecting the delivery of research projects within own area and in accordance with regulations. Make decisions regarding the operational aspects of own research programme. Contribute to decisions which have an impact on other related programmes. Provide advice on issues such as ensuring the adequate balance of research projects, appointment of researchers and other performance matters. Spotting opportunities for strategic development of new projects or appropriate areas of activity and contributing to the development of such ideas.
Planning & Organising Resources	<ul style="list-style-type: none"> Responsible for the delivery of own research programmes. Contribute to the overall management of the School in areas such as budget management and business planning. Be involved in School level strategic planning and contribute to the Institution's strategic planning processes. Plan and deliver research, consultancy or similar programmes, ensuring that resources are available and required income levels are achieved. Contribute to the management of quality audit and other external assessments e.g. the Research Assessment Exercise
Sensory & Physical Demands	<ul style="list-style-type: none"> 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.
Work Environment	<ul style="list-style-type: none"> Work environment will vary according to job type, but there may be exposure to: <ul style="list-style-type: none"> 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; 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.
Knowledge & Experience	<ul style="list-style-type: none"> A nationally recognised authority in the subject area. In-depth understanding of own specialism to enable the development of new knowledge and understanding within the field. Comprehensive understanding of Institution's structures and systems and external/sector developments, regulations and requirements. Ability to contribute to the School research strategy and key administrative/management functions. Relevant PhD qualification together with a sustained track record of published research within the specialism. Proactive engagement in continuing professional development to underpin area of expertise. Knowledge of and adherence to the University's Health and Safety and Equal Opportunities policies/procedures.

Personal Skills and Attributes

- Advanced research/analytical skills and problem solving capability within a specialism.
- Ability to lead and deliver on substantial/multi-faceted research projects/programmes.
- Proven high level communication, interpersonal and presentation skills.
- Strong negotiation and influencing skills, with the ability to build effective collaborative working relationships.
- Strong leadership/people management skills – ability to manage a significant research team or number of teams.
- Ability to lead and secure significant funding bids.
- Highly developed planning, organisational and prioritising skills.
- Ability to generate and implement innovative ideas and approaches.
- Capable of managing and controlling significant budgets/resources.
- Courtesy, respect and collegiality at all times.

N.B. For information on quality standards / expected output please refer to the University's Academic Promotions Procedures.