Role: Research Fellow

Faculty and School: Faculty of Medicine and Dentistry, Biomedical Research

Career Pathway: Research

Grade: 7

Reports to: Professor Ji-Liang Li

Role Purpose:
To undertake research in line with University/School’s strategy and to carry out leadership, management and engagement activities. To support research informed teaching and learning. All activities undertaken within this role will be compliant with the University’s policies, including Health & Safety, Equality and Diversity, Ethics, Data Protection etc.

<table>
<thead>
<tr>
<th>Key Accountabilities/Primary Responsibilities</th>
<th>Indicators of Success</th>
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</thead>
<tbody>
<tr>
<td>• Develop and carry out high quality individual and/or collaborative research (including with colleagues in other institutions).</td>
<td>• Individual/School and University research profile</td>
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<tr>
<td>• Identify, and contribute to securing, future funding sources.</td>
<td>• Value of external research funding</td>
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<td>• Support and engage in research methodologies that add to the knowledge/understanding of the subject area.</td>
<td>• Participation in conferences/networks</td>
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<tr>
<td>• Regularly disseminate findings by taking the lead in preparing high quality publication materials for referred journals, presenting results at conferences (including national and international), or exhibiting work at other appropriate events.</td>
<td>• High quality research outputs as judged by accepted standards of excellence in relevant discipline</td>
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<td>• Represent the School/Faculty/University externally in relevant research committees.</td>
<td>• Success rate in grant applications</td>
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<td>• Engage with relevant professional bodies, external organisations and commercial users of academic facilities.</td>
<td>• External profile and reputation</td>
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<td>• Develop and sustain links with relevant industries and organisations to grow collaborations, employability and funding support.</td>
<td>• Individual contribution to the UK REF or overseas equivalent</td>
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<td>• Conduct research related administration e.g. risk assessment, organisation of meetings and documentation, and ensure accurate and timely formal reporting and financial control.</td>
<td>• Performance Development Review (PDR) feedback</td>
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</table>

- This job description provides a general reflection of the key accountabilities associated with the post, and you may be expected to take on other reasonable activities to assist in efficient service delivery.
- Emphasis on specific accountabilities and indicators of success will be agreed as part of your PDR.
- Supervise and/or mentor junior colleagues and/or postgraduate research students.
- Provide expert advice in own subject area to other staff and students.
- Train/supervise and provide pastoral care to research students on projects, field trips and placements.

- Student satisfaction survey outputs
- Student retention/completion rates
- Student recruitment rates
- Staff turnover and satisfaction rates
- Peer feedback
- PDR feedback

- Contribute to teaching and learning programmes and provide high quality teaching as appropriate.
- Participate in all areas relevant to student experience such as open days, student events and activities as appropriate.

- Translation of research outputs to taught programmes
- Teaching observation and peer review
- PDR feedback
- Module evaluations
- Peer Review feedback

### PERSON SPECIFICATION

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<thead>
<tr>
<th>Criteria</th>
<th>Essential</th>
<th>Desirable</th>
<th>Point of assessment</th>
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<tbody>
<tr>
<td>Knowledge, Education and Training:</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>- PhD or equivalent international qualification or commensurate level of recognition/international profile in a relevant discipline.</td>
<td>X</td>
<td></td>
<td>Shortlisting</td>
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<tr>
<td>- Knowledge of a specific discipline sufficient to enable innovation and new understanding in the field: include specific research knowledge-related criteria here xxxxxxx.</td>
<td>X</td>
<td></td>
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<tr>
<td>- Where appropriate recognised HE teaching qualification or Fellowship of HEA (or where this is not an essential immediate requirement the ability to gain this within a defined timescale, usually within 2 years from the date of appointment may be desirable).</td>
<td>X</td>
<td></td>
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<tr>
<td>- xxxx insert additional role specific requirements so tailored as part of preparation to support a recruitment campaign highlighting whether essential or desirable xxxx.</td>
<td>?</td>
<td>?</td>
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</tbody>
</table>

| Experience:                                  |           |           |                     |
| Select from bullet points listed below and tailor person specification to needs within the context of each recruitment campaign. Highlight whether each is essential or desirable. |           |           | Applicant shortlisting and interview |
| - Sustained peer reputation and growing national reputation in field. |           |           |                     |
| - Developing track record of published research at the appropriate level. |           |           |                     |
| - Has plans to develop impact within area of research. |           |           |                     |
| - Track record of grant applications and income at the appropriate level. |           |           |                     |
| - Track record of contributing to and/or developing collaborative research networks. |           |           |                     |

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- Track record of presenting research findings at meetings and conferences.
- Developing track record of successful engagement with key research stakeholders, both internally and externally.
- Track record of excellent research mentorship and/or supervision.

| | | | |
Skills and Attributes:

**Drives innovation and action:**
- Ability to contribute to and develop innovative research proposals and attract research income
- Intellectual agility for the solving of problems

**Demonstrates self-leadership, balancing personal needs with the University's strategic objectives:**
- Self-awareness with the ability to accept different views and self-regulate approach appropriately.
- Skilled approach to planning, managing, organising and objectively assessing own research contributions.

**Develops self and others to deliver:**
- Ability to plan, manage, organise and assess own research contributions.
- Ability to mentor and support junior research staff and students.

**Leads and operates amidst change and ambiguity:**
- Ability to take a long-term holistic view and remain focussed during times of change and uncertainty.
- Ability to remain resilient, flexible and work with conflicting priorities.

**Builds and secures value from relationships:**
- Proactive in approach to seeking and managing research collaborations and opportunities for joint research projects.
- Working effectively and collegiately as a part of an interdisciplinary team.
- Fostering and developing good relationships between own School and the wider University, and with external partners.

**Creates and contributes to a shared vision, inspiring others:**
- Strong written, verbal and presentation skills.
- Ability to communicate new and complex information effectively, both verbal and written, engaging the interest and enthusiasm of the target audience.

**Uses sound business judgement:**
- Contribute to the monitoring of resources and budgets where appropriate.
- Support the identification of ways to diversify income and improve revenue.
- Make evidence informed decisions in a transparent way whilst remaining accountable to self, the University and students.

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