

Post-Doctoral Researcher Level 2 - General Job Description

Purpose and Overview

The purpose of this role is to conduct a specified programme of research under the supervision of a Principal Investigator while also supervising research graduates and students. Your work will be performed in accordance with the university's research integrity policy and all other relevant policies.

You will have dual goals in terms of the research project and your own career development. The training and development relevant to this position will be completed within the period of your contract in which time you will continue to develop skills and competencies with respect to the role and your future career options.

It is a legitimate objective of (*the HEI*) to provide Post-doctoral Research training opportunities which are of limited duration. This will allow for the progression over many years, of post-doctoral researchers through the Post –doctoral Training Programme as part of the (*HEI*)'s Employment & Career Development Framework for Researchers providing intergenerational training in the methods and practice of research and scholarship.

The objective grounds for the issue of this fixed term contract rather than a permanent contract is in keeping with the foregoing legitimate objectives of (*the HEI*).

Reports to/Supervised by

You will report to, be directed by and be under the supervision of your *Principal Investigator/Head of Academic Unit (or their nominee)* for the listed activities unless otherwise stated. You will be expected to carry out the below list of responsibilities together with any additional duties requested of you by your Principal Investigator/ Head of Academic Unit.

Key Responsibilities

Research

- Conduct individual and/or collaborative research to the highest ethical standards in a variety of settings.
- Carry out any administrative and management work associated with your programme of research.
- Substantially contribute to the identification of external funding sources, the preparation of grant proposals and the assessment of research findings for potential commercial exploitation.
- Engage in the dissemination of the results of the research in which you are engaged in for relevant research stakeholders in the appropriate form.

Contribution to Research Group and University

- Engage in the wider research and scholarly activities of your research group, centre or unit and contribute to its profile by participating in promotional activity.
- Participate in internal/external networks for the exchange of information and to form relationships for future research collaboration.

Teaching, Learning and Mentoring

- Participate in limited teaching in furtherance of your own development and contribute to your unit's teaching and tutoring approaches where appropriate. The extent of this must not adversely impact the primary research role.
- Supervise and provide day-to-day advice, support, mentoring, and assistance to research graduates, students and other junior members associated with your research group, centre or unit.

Personal Development

- Engage in appropriate professional training and development opportunities to develop own transferable skills, career and reputation.

Person Specification

Qualifications

- A PhD qualification¹
- The appointed candidate will generally have 3 - 4 years postdoctoral research experience.

Knowledge and Expertise

- Demonstrates knowledge of a research discipline and field.
- Demonstrates the ability to generate new ideas and link and build upon existing ideas to generate unique concepts and solutions with integrity.
- Demonstrates knowledge and understanding of the policy, practices and procedures that are relevant to the role. This will include knowledge and understanding of Research Ethics, and may also include broader University, sector, and external sponsor or funder policies.
- Demonstrates an understanding of the operational and management requirements of a successful research project.

Research Environment

- Demonstrates evidence of research activity and a commitment to ongoing research and publications.
- Demonstrates a thorough understanding of the research environment both nationally and internationally and the ability to contribute substantially to grant applications.
- Demonstrates an understanding of the commercialisation process.

Interpersonal Skills

¹ In exceptional circumstances, in line with institutional requirements and policies, 4 years equivalent full time research experience may be considered in lieu of PhD.

- Demonstrates good communication, mentoring, and interpersonal skills with the capability of working within a project team to achieve results.
- Demonstrates good class design, teaching and facilitation skills.

Personal Skills and Effectiveness

- Demonstrates an ability to manage self, time, resources, and people to enable a high level of personal effectiveness.

Career Development

- Demonstrates a commitment to develop own transferable skills, profile, and reputation to advance own career after the end of the contract period.