



UNIVERSITY OF
LINCOLN

UNIVERSITY OF LINCOLN JOB DESCRIPTION

JOB TITLE	Research Associate (Back to Science Programme)				
DEPARTMENT	College of Science				
LOCATION	Brayford Campus				
JOB NUMBER	COS214-5	GRADE	OSP	DATE	August 2015
REPORTS TO	Research Group Lead / Head of School				

CONTEXT

The University has established the Back to Science Programme to provide a full time one year or a part time two year opportunity for both women and men in STEMM subject areas, who have taken extended career breaks, to join an established research group, build confidence and gain contemporary research experience.

The aim of the post is to provide a sound platform designed to help kick-start careers, providing opportunities for researchers to develop independent research projects, funding applications and research publications, or undertake further study.

As well as having the opportunity to develop their research, the post-holder will also participate in a tailored training and development programme.

This is an integrated 12 or 24 month programme and will include a range of workshops and seminars. The aim of the programme is to help build up key transferable skills as well as to complement the research training gained during the year. The programme will enable the post-holder to build confidence whilst refreshing skills they may have had in the past, learn new skills relevant to the contemporary laboratory, and prepare for an independent research career. As part of the programme, the post-holder will be required to prepare a final report, allowing reflection on the experience and training received.

It is expected that the post-holder will fully engage in the development programme as part of this role.

The post is part of the University's Athena SWAN project 2014-17 and will be based in the College of Science, which currently consists of seven Schools; Chemistry, Computer Science, Life Sciences, Pharmacy, Engineering, the National Centre for Food Manufacturing, and Mathematics and Physics. The post-holder will be based in the School where their area of research is deemed to have the best strategic fit.

JOB PURPOSE

The post-holder will join an established research group developing a research project under the guidance and supervision of an experienced academic. As the purpose of the post is to provide contemporary research experience and build confidence following an extended career break, the Associates will normally be expected to hold a PhD. However, they will not be expected to take a leading role in the research project.

Anticipated outputs from each Associate will be at least one high impact publication plus submission of an external funding application to further develop the individuals' research, or entry into high level study.

KEY RESPONSIBILITIES

This role contributes to the Athena SWAN commitments and academic mission of the University, and in particular to the Department or School within which the post is held. This includes research, and developing a research profile and reputation. The post holder can expect to undertake the following activities: -

Training and Development
Participate in, and engage with, a structured and tailored training programme to develop your personal and research profile.
Research
<p>Perform specified research under the direction and with advice from your supervisor, to generate original knowledge, contribute to decisions about research direction, and to prepare reports on results, as required.</p> <p>Plan own day-to-day research activity within the context of the required research programme, exhibiting a high degree of autonomy.</p>
Research Group
Proactively engage with the research group, participating in research group meetings as necessary.
Future Research
Work with your supervisor to plan future research, developing a funding application if appropriate.
Liaison and Networking
<p>Establish contacts within the wider community where possible and begin to form relationships for future collaboration.</p> <p>Develop links with relevant professional bodies and academic groups.</p> <p>Develop involvement in academic activities with industry and other external partners.</p> <p>Take part in relevant internal committees and working groups.</p>
Research Publication
Assist in the preparation of research publications, where appropriate.
Final Report
Produce a final report of the experience and training received during the Programme.

In addition to the above, undertake such duties as may reasonably be requested and that are commensurate with the nature and grade of the post.

ADDITIONAL INFORMATION

Scope and dimensions of the role

To work within an established research group developing research in an area of interest to both the Associate and supervisor. The Programme is designed to provide an opportunity for those who have taken extended career breaks to gain the training, experience and confidence needed to carry out independent research.

Key working relationships/networks

Internal	External
<ul style="list-style-type: none">• Research Group Lead• Head of School• Other research group members• WiSE@Lincoln coordinator• Research technicians• Academics	<ul style="list-style-type: none">• Research collaborators• Sponsors and clients• Professional bodies



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UNIVERSITY OF LINCOLN PERSON SPECIFICATION

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Selection Criteria	Essential (E) or Desirable (D)	Where Evidenced Application (A) Interview (I) Presentation (P) References (R)
Qualifications:		
PhD in a relevant STEMM area	D	A
Experience:		
Experience in a STEMM subject	E	A/I
Experience of relevant research methods	E	A/I
Experience of research in specific project area	E	A/I
Authorship of research outputs of national/international standing (not necessarily recent)	D	A/I
Skills and Knowledge:		
Ability to conduct original research in the subject area	E	A/I
Excellent communication skills (both written and verbal)	E	A/I
Ability to prioritise own workload and work to specified deadlines	E	A/I
Good planning organisation skills	E	A/I
Good IT skills – competent user of Microsoft Office	E	A/I
Competencies and Personal Attributes:		
Flexible approach to workload	E	A/I
Ability to work on own and as part of a team	E	A/I
Proactive and able to use own initiative	E	I
Enthusiasm and commitment	E	I
Other		
Extended career break (suggested >5 years) e.g. for family or caring responsibilities	E	A/I

Essential Requirements are those, without which, a candidate would not be able to do the job. **Desirable Requirements** are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

Author	BC	HRBA	HDR
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