



UNIVERSITY OF  
LINCOLN

**UNIVERSITY OF LINCOLN  
JOB DESCRIPTION**

<b>JOB TITLE</b>	Post-Doctoral Research Associate				
<b>DEPARTMENT</b>	School of Life and Environmental Sciences				
<b>LOCATION</b>	Brayford Pool				
<b>JOB NUMBER</b>	COS904	<b>GRADE</b>	7	<b>DATE</b>	July 2022
<b>REPORTS TO</b>	Daniel Mills				

**CONTEXT**

The post holder will be based in the School Life and Environmental Sciences to work on an multidisciplinary project funded by The Universities Federation for Animal Welfare (UFAW) It will bring together animal welfare experts, psychologists and academics with expertise in marketing from the Universities of Lincoln, York and Nottingham in order to try to help organisations understand why some companion animal welfare campaigns seem to fail, despite sending powerful messages about the problems faced by certain animals.

The successful candidate will have excellent interpersonal skills and a strong background in human psychology. They will be able to work remotely for the majority of the time, but must be available to travel to Lincoln on an occasional basis at their own expense. We are particularly keen to hear from individuals with expertise in mixed-methods research, cognitive psychology (particularly dissonance), human behaviour change and/or consumer behaviour.

**JOB PURPOSE**

The Post-Doctoral Research Associate is responsible for conducting research on the project, as directed by the Principal Investigator, and is expected to operate with a significant degree of autonomy. They are not expected to operate as an independent researcher.

The post holder may be required to help supervise the work of more junior researchers.

## KEY RESPONSIBILITIES

Literature Surveys
Undertake literature surveys and other investigations of the state-of-the-art, and prepare reports as required.
Programme of Research
Undertake a programme of research under the direction of the Principal Investigator, demonstrating a significant level of autonomy.  Lead in the production of high quality research outputs, including reports, papers and other publications of national/international standing.
PhD
The post holder should be an experienced researcher of at least doctoral level who can evidence skills associated with the recording, monitoring and reporting of behavioural research
Liaison and Networking
Liaise with internal and external collaborators, maintaining positive and effective working relationships; this may include liaison with senior personnel in other organisations including collaborators, sponsors and clients.  Participate in internal research activities, including seminars, research meetings and continuous professional development activities.
Internal Research Activities
Participate in and help to organise internal research activities, including seminars, research meetings and conferences.
Continuous Professional Development
Undertake continuous professional development activities.
Grant Applications
Contribute to the production of grant applications.
Teaching Support
If required, engage in teaching support activities, up to a maximum of six hours per week.

**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
<p>Please review the grant application in regards to the scope and dimension of this role.</p>

Key working relationships/networks	
Internal	External
<ul style="list-style-type: none"><li>• Principal Investigator</li><li>• Head of Research Centre</li><li>• Head of School</li><li>• Other research and academic staff within the school</li></ul>	<ul style="list-style-type: none"><li>• Research collaborators</li><li>• Sponsors and clients</li></ul>



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PERSON SPECIFICATION**

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<b>Selection Criteria</b>	<b>Essential (E) or Desirable (D)</b>	<b>Where Evidenced Application (A) Interview (I) Presentation (P) References (R)</b>
<b>Qualifications:</b>		
PhD or related experience in a related subject area (Cognitive Psychology, Consumer Behaviour) and interest in animal welfare	<b>E</b>	<b>A</b>
Extensive knowledge specific to project/area	<b>E</b>	<b>A/I</b>
<b>Experience:</b>		
Extensive experience of relevant research methods	<b>E</b>	<b>A/I</b>
Authorship of research outputs of national/international standing	<b>E</b>	<b>A/I</b>
Experience of research in specific project area	<b>E</b>	<b>A/I</b>
Experience of complex multidisciplinary project management, including ability to motivate and influence others from a range of professional backgrounds and levels of seniority	<b>D</b>	<b>A/I</b>
Teaching support	<b>D</b>	<b>A/I</b>
Practical experience of applying quantitative AND qualitative research methods including associated software	<b>E</b>	<b>A/I</b>
Experience of qualitative interviews and survey design in place of relevant research skills as an attribute	<b>E</b>	<b>A/I</b>
<b>Skills and Knowledge:</b>		
Excellent organisational skills with a flexible approach to working	<b>D</b>	<b>A/I</b>
Examples of excellent oral and written communication skills, including the ability to communicate with clarity on complex information to both public and academic audiences	<b>E</b>	<b>A/I</b>
Ability to prioritise own workload and work to specified deadlines under pressure	<b>E</b>	<b>A/I</b>
Ability to communicate complex subjects orally	<b>E</b>	<b>A/I</b>
Evidence of ability to analyse, present and interpret data and write to a standard appropriate for publication	<b>E</b>	<b>A/I</b>
<b>Competencies and Personal Attributes:</b>		
Flexible approach to workload	<b>E</b>	<b>I</b>
Ability to work on own and as part of a team	<b>E</b>	<b>I</b>
Enthusiasm and commitment	<b>E</b>	<b>I</b>
Confident in prioritising and managing own workload	<b>D</b>	<b>A/I</b>

**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.

<b>Author</b>	DM	<b>HRBA</b>	AH
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