

## Role Profile: Grade G: Senior Research Fellow

This role profile builds on the demands, level of competence and responsibility expected of staff in the same job family at Grade F level.

The role profile indicates the expectations and responsibilities of staff at this level. This does not mean that they will be expected to do all of the listed activities all of the time, nor does it guarantee that they will be given the opportunity to do all of these activities, although it does mean that the University can expect/require a member of staff at that level to do any of these activities, with reasonable notification and support.

Similarly, the role profile is not exhaustive, and a role holder may be required to undertake other duties of similar level and responsibility. In some roles and disciplines, some of the activities detailed below will be essential requirements of the role.

### Teaching and learning support

Appointments at this level may be required to:

- Contribute to teaching and learning programmes in the School.
- Supervise postgraduate research students.

(Like all the elements, this builds on the demands in the profiles at lower levels. In this case there is no additional demand from Grade F level.)

### Research and scholarship

Appointments at this level may be required to:

- Contribute to the development of research strategies for 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.
- 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

Appointments at this level may be required to:

- Disseminate conceptual and complex ideas of a wide variety of audiences using appropriate media and methods to promote understanding.

### Liaison and networking

Appointments at this level may be required to:

- 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.

### Managing people

Appointments at this level may be required to:

- Provide academic leadership to those working within research areas - for example, by co-ordinating the work of others to ensure that research projects are delivered effectively and to time, or organising the work of a team by agreeing objectives and work plans.
- Contribute to the development of teams and individuals through the appraisal system and providing advice on personal development.
- Act as line manager (eg of research teams).
- Act as a personal mentor to peers and colleagues.

#### Teamwork

Appointments at this level may be required to:

- Lead teams within areas of responsibility.
- Ensure that teams within the School work together.
- Act to resolve conflicts within teams.

#### Pastoral care

Appointments at this level may be required to:

- Be 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 and decision-making

Appointments at this level may be required to:

- 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.
- Identify opportunities for strategic development of new projects or appropriate areas of activity and contribute to the development of such ideas.

#### Planning and managing resources

Appointments at this level may be required to:

- Be 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, eg the Research Assessment Exercise.

#### Sensory, physical and emotional demands

Appointments at this level may be required to:

- Balance the pressures of research and administrative demands and competing deadlines.

(Like all the elements, this builds on the demands in the profiles at lower levels. In this case there is no additional demand from Grade F level.)

#### Work environment

Appointments at this level may be required to:

- Depending on area of work (eg laboratories, workshops, studios), take responsibility for conducting risk assessments and reducing hazards.

Expertise

Appointments at this level may be required to:

- Be an internationally recognised authority in the subject area.
- Possess in-depth understanding of own specialism to enable the development of new knowledge and understanding within the field.

