

## **Role Profile: Senior Research Fellow**

<b>LEVEL 4 (building on the level of demand in Level 3)</b>	<b>RESEARCH</b>
1. Teaching and learning support	<ul style="list-style-type: none"> <li>• Supervise the work of postgraduate students.</li> <li>• Could be expected to contribute to teaching programmes</li> </ul>
2. Research and scholarship	<ul style="list-style-type: none"> <li>• Contribute to the development of research strategies in the School/Research Institute</li> <li>• Define research objectives and questions</li> <li>• 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</li> <li>• Raise funds in support of research activity as appropriate</li> <li>• Act as principal investigator on major research projects</li> <li>• Generate new research approaches and identify, adapt, develop and use research methodologies and techniques appropriate to the type of research</li> <li>• Act as a referee and contribute to peer review</li> <li>• Review and synthesise the outcomes of research studies</li> <li>• Interpret findings obtained from research projects and develop new insights, expanding, refining and testing hypotheses and ideas</li> <li>• Contribute generally to the development of thought and practice in the field</li> <li>• Write or contribute to high quality, peer-reviewed publications or disseminate research findings using other appropriate media</li> <li>• Make presentations at national or international conferences and other similar events</li> <li>• Engage with technology / knowledge transfer as appropriate to the subject area</li> </ul>
3. Communication	<ul style="list-style-type: none"> <li>• Disseminate conceptual and complex ideas of a wide variety of audiences using appropriate media and methods to promote understanding</li> </ul>
4. Liaison and networking	<ul style="list-style-type: none"> <li>• Lead and develop internal networks for example by chairing and participating in Institutional committees</li> <li>• Lead and develop external networks for example with other active researchers and leading thinkers in the field</li> <li>• 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</li> </ul>
5. Managing people	<ul style="list-style-type: none"> <li>• Provide academic leadership to those working within research areas by for example 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</li> <li>• Contributing to the development of teams and individuals through the appraisal system and providing advice on personal development</li> <li>• Could act as line manager (eg of research teams)</li> <li>• Act as a personal mentor to peers and colleagues</li> </ul>

## ***Role Profile: Senior Research Fellow (Continued)***

6. Teamwork	<ul style="list-style-type: none"> <li>• Lead teams within areas of responsibility</li> <li>• Ensure that teams within the department work together</li> <li>• Act to resolve conflicts within and between teams</li> </ul>
7. Pastoral care	<ul style="list-style-type: none"> <li>• Responsible for dealing with referred issues for researchers within own project areas</li> <li>• Provide first line support for colleagues, referring them to sources of further help if required</li> </ul>
8. Initiative, problem-solving and decision-making	<ul style="list-style-type: none"> <li>• Resolve problems affecting the delivery of research projects within own area and in accordance with regulations</li> <li>• Make decisions regarding the operational aspects of own research programme</li> <li>• Contribute to decisions which have an impact on other related programmes</li> <li>• Provide advice on issues such as ensuring the adequate balance of research projects, appointment of researchers and other performance matters</li> <li>• Spotting opportunities for strategic development of new projects or appropriate areas of activity and contributing to the development of such ideas</li> </ul>
9. Planning and managing resources	<ul style="list-style-type: none"> <li>• Responsible for the delivery of own research programmes</li> <li>• Contribute to the overall management of the department in areas such as budget management and business planning</li> <li>• Be involved in departmental level strategic planning and contribute to wider strategic planning processes in the institution</li> <li>• Plan and deliver research, consultancy or similar programmes, ensuring that resources are available and required income levels are achieved</li> <li>• Contribute to the management of quality, audit and other external assessments eg the Research Assessment Exercise</li> </ul>
10. Sensory, physical and emotional demands	†
11. Work environment	<ul style="list-style-type: none"> <li>• Depending on area of work (eg laboratories, workshops, studios) may be expected to take responsibility for conducting risk assessments and reducing hazards</li> </ul>
12. Expertise	<ul style="list-style-type: none"> <li>• Required to be a nationally recognised authority in the subject area</li> <li>• In-depth understanding of own specialism to enable the development and transfer of new knowledge and understanding within the field</li> </ul>

† Like all the elements, this builds on the demands in the profiles at lower levels. In this case there is no additional demand