

Research Fellow			
School / Department:	School of Architecture, Built Environment, Computing and Engineering	Grade:	<i>Grade: G</i>
New appointees to Birmingham City University will ordinarily be appointed at the entry point of the appropriate grade			
Pension classification:			<i>Other</i>
Responsible to:	N/A	Responsible for:	N/A
Job Purpose			
To develop research objectives, projects and proposals, undertake research and evaluate outcomes. Plan, coordinate and implement research programmes in accordance with University strategy, policy and procedures and funder requirements.			

Main Activities and Responsibilities
Student learning experience 1. Contribute to learning and teaching programmes within and outside the University and supervise postgraduate research students. 2. Embed employability, industry engagement and real-world learning within teaching and curriculum design, contributing to positive graduate outcomes. 3. To maintain knowledge of how to escalate safeguarding concerns (e.g. suicide risk, gender-based violence) including relevant reporting systems and support services
Research enterprise and scholarship 4. Act as principal investigator or co-investigator on research projects. 5. Develop research objectives, projects and proposals. 6. Conduct individual or collaborative research projects. 7. Identify sources of funding and contributing to the process of securing funds. 8. Extend, transform and apply knowledge acquired from scholarship to research appropriate to the discipline, 9. Writing or contributing to publications or disseminating research findings using media appropriate to the discipline, 10. Make presentations at conferences or exhibit work at other appropriate events, 11. Assess, interpret and evaluate outcomes of research. 12. Develop new concepts and ideas to extend intellectual understanding. 13. Resolve problems of meeting research objectives and deadlines. 14. Develop ideas for generating income, promoting research area and influencing leading edge practice. 15. Develop ideas for application of research outcomes 16. Decide on research programmes and methodologies, often in collaboration with colleagues and sometimes subject to approval of the head of the research programme on fundamental issues. 17. Contribute to knowledge generation, knowledge exchange and knowledge transfer activities.

Managing people and resources

18. Act as research team leader
19. Mentor colleagues with less experience and advise on professional development.
20. Coach and support colleagues in developing their research techniques.
21. Supervise the work of others, for example in research teams or projects
22. Plan coordinate and implement research programmes including:
23. Managing the use of research resources and ensuring effective use is made of them.
24. Managing research budgets
25. Helping to plan and implement commercial and consultancy activities.
26. Planning and managing own consultancy assignments.
27. Coordinate the work of colleagues to ensure equitable access to research resources and facilities.

Pastoral care

28. Deal with standard problems and help colleagues resolve their concerns about progress in research.
29. Appreciate the needs of individual students and their circumstances
30. Refer students as appropriate to services providing appropriate support.

Liaison and Networking

31. Collaborate actively within the University and externally to complete research projects and advance thinking.
32. Participate in and develop external networks, for example to identify sources of funding, generate income, obtain consultancy projects or build relationships for future activities.

Equality, academic freedom and freedom of speech

33. The postholder will be expected to teach and conduct research in accordance with the University's policies and its duties relating to equality, academic freedom and freedom of speech within the law.

Additional Key Requirements:**Communication**

Routinely communicate complex and conceptual ideas to those with limited knowledge as well as to peers using high level skills and a range of media.
Present results of scientific research to sponsors at conferences.

Teamwork

Act as team leader.
Develop productive working relationships with other members of staff.
Coordinate the work of colleagues to ensure equitable access to resources and facilities.

Initiative, problem solving and decision making

Deal with standard problems and help colleagues to resolve their concerns about progress in research.
Assess, interpret and evaluate outcomes of research.
Resolve problems of meeting research objectives and deadlines.
Develop ideas for generating income and promoting research area.
Develop ideas for application of research outcomes
Decide on research programmes and methodologies.

Work environment

Be aware of the risks in the workplace and the potential impact on their own work and that of others.
Depending on area of work (for example laboratories, workshops, studios) conduct risk assessments, take steps to reduce hazards and take responsibility for the health and safety of self and others.

Special Requirements:

Able to undertake duties at different premises including any University campus as required.
Expected to work outside of normal office hours as required.

Person Specification

Essential Criteria	Application Form / Support Statement / Interview
1. First degree and a higher degree in a course relevant subject.	Application Form / Support Statement / Interview
2. PhD or equivalence accepted based on cognate area of understanding.	Application Form / Support Statement / Interview
3. Possess sufficient specialist knowledge in the discipline to develop research programmes and methodologies.	Application Form / Support Statement / Interview
4. A nationally recognised authority in the subject area.	Application Form / Support Statement / Interview
5. Evidence of published research with a strong publication record in high quality publications.	Application Form / Support Statement / Interview
6. Experience of teaching at undergraduate level.	Application Form / Support Statement / Interview
7. Experience of managing research projects and teams.	Application Form / Support Statement / Interview
8. Successful in obtaining grant funding.	Application Form / Support Statement / Interview
9. Excellent written and verbal communication skills.	Application Form / Support Statement / Interview
10. Able to communicate complex and conceptual ideas to a range of groups.	Application Form / Support Statement / Interview
11. Evidence of the ability to collaborate actively within the University and externally to complete research projects and advance thinking.	Application Form / Support Statement / Interview

12. Able to participate in and develop external networks.	Application Form / Support Statement / Interview
13. Able to identify sources of funding, generate income, obtain consultancy projects or build relationships for future activities.	Application Form / Support Statement / Interview
14. Able to balance the pressures of research, administrative demands and competing deadlines.	Application Form / Support Statement / Interview
15. Experience of embedding employability and industry engagement within teaching and curriculum design, with evidence of impact on student progression or graduate outcomes.	Application Form / Support Statement / Interview

- Application Form – assessed against the application form. Normally used to evaluate factual evidence e.g. award of a qualification. Will be assessed as part of the shortlisting process.
- Cover Letter & CV - applicants are asked to provide a statement to demonstrate how they meet the criteria, and may reference their CV. The response will be assessed as part of the shortlisting process.
- Interview – assessed during the interview process by either competency-based interview questions, tests, work-related exercise, presentation and discussion, or teaching session etc.