

THE POST

College: College of Life and Environmental Sciences (<http://lifesciences.exeter.ac.uk>)

Post: Research Fellow

Reference No: P51710

Grade: F

Reporting To: Professor Timothy Quine

The above full-time post is available from 1st January 2016 to 31st December 2018 in the College of Life and Environmental Sciences.

Job Description

Main purpose of the job:

The SPECTRA programme aims to enhance the sustainable development of one of the poorest regions of China, Guizhou, through cutting edge critical zone (CZ) science undertaken by integrated, complementary and multidisciplinary teams of Chinese and UK scientists that thereby builds the capacity of critical zone science in China. The overarching scientific objective of this project is to determine what controls the resilience, response and recovery of the CZ and its integrated geophysical-geochemical-ecological functions to perturbations, and how understanding of interactions between CZ processes from molecular to catchment scale can be used to develop integrated sustainable landscape management for the Guizhou karst CZ. The role holder will work closely with the exceptional team of UK and Chinese partners to ensure this complex project is successful. S/he will have responsibility for day to day oversight of the project; data management; managing the integration of Chinese scientists into the UK laboratories; extended periods of fieldwork to instrument and monitor the CZ observatory sites. S/he will also play an important part in the modelling work and have responsibility for leading manuscript preparation for publication. The role holder has an exceptional opportunity to develop their scientific career and their project management skills.

Main duties and accountabilities:

1. To undertake research as appropriate to the field of study including:
 - Acting as principal investigator on research projects;
 - Developing research objectives, projects and proposals;
 - Conducting individual or collaborative research projects;
 - Identifying sources of funding and contributing to the process of securing funds;
 - Extending, transforming and applying knowledge acquired from scholarship to research and appropriate external activities;
 - Writing or contributing to publications or disseminating research findings using media appropriate to the discipline;
 - Making presentations at conferences or exhibiting work in other appropriate events;
 - Assessing, interpreting and evaluating outcomes of research;
 - Developing new concepts and ideas to extend intellectual understanding;
 - Resolving problems of meeting research objectives and deadlines;
 - Developing ideas for generating income and promoting research area;
 - Developing ideas for application of research outcomes;
 - Deciding on research programmes and methodologies, often in collaboration with colleagues and sometimes subject to the approval of the head of the research programme on fundamental issues.

2. To contribute to teaching and learning programmes in the School and to supervise postgraduate research students.
3. To act as research team leader including:
 - Mentoring colleagues with less experience and advising on their professional development;
 - Coaching and supporting colleagues in developing their research techniques;
 - Supervising the work of others, for example in research teams or projects;
 - Developing productive working relationships with other members of staff;
 - Co-ordinating the work of colleagues to ensure equitable access to resources and facilities;
 - Dealing with standard problems and help colleagues to resolve their concerns about progress in research.
4. To 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 and to present the results of scientific research to sponsors and at conferences.
5. To plan, co-ordinate and implement research programmes including:
 - Managing the use of research resources and ensure that effective use is made of them;
 - Managing research budgets;
 - Helping to plan and implement commercial and consultancy activities;
 - Planning and managing own consultancy assignments.

This job description summarises the main duties and accountabilities of the post and is not comprehensive: the post-holder may be required to undertake other duties of similar level and responsibility. Please visit the Human Resources website to view the Research Fellow role profiles.

Person Specification

Competency	Essential	Desirable
Attainments/Qualifications	Be a nationally recognised authority in the subject area. PhD or equivalent in a related field of study.	
Skills and Understanding	Possess sufficient specialist knowledge in the discipline to develop research programmes and methodologies. Record of research output in nationally recognised publications.	
Prior Experience	Experience of teaching at undergraduate level. Experience of managing research projects and research teams. Successful in obtaining grant funding.	Experience of postgraduate teaching and supervision. Experience of acting as principal investigator on research projects.
Behavioural Characteristics	Excellent written and verbal communication skills. Able to communicate complex and conceptual ideas to a range of groups. Evidence of the ability to collaborate actively within the Institution and externally to complete research projects and advance thinking. Able to participate in and develop external networks. Able to identify sources of funding, generate income, obtain	

	consultancy projects, or build relationships for future activities. Able to balance the pressures of research, administrative demands and competing deadlines.	
Project specific skills	<p>Excellent project management and coordination skills.</p> <p>Ability to work collaborate effectively with partners in China and at other UK universities.</p> <p>Have the capacity to spend extended time periods visiting the fieldsites in China.</p> <p>Well-developed modelling skills, especially related to simulating spatial or temporal dynamics in environmental science.</p> <p>Proven record of leading the writing of publications in international journals.</p>	<p>Experience of carrying out international fieldwork, including dealing with logistical issues.</p> <p>Experience of at least one of the following areas of analytical research: carbon and nutrient analysis of plant and soil samples; experience in making trace gas flux measurements or collecting samples for laboratory analysis; use of radionuclides in environmental science.</p> <p>Experience with process-based models of the Earth surface.</p>

Informal Enquiries

Before submitting an application you may wish to discuss the post further by contacting Timothy Quine, Professor of Earth Surface Science, telephone (01392 723352) and email t.a.quine@exeter.ac.uk.

Additional Information Relating to the Post

Salary

Salary will be circa £34,576 per annum pro rata subject to knowledge, skills and experience.

An increment will be payable on 1 August each year until the top of the scale is reached (subject to being in post for 6 months and satisfactory performance). The scale will be subject to a cost of living review each year.

Hours of work will be 36.5 hours per week (full-time) but staff at this level may be required to work additional hours to meet the requirements of the role.

Annual Leave

The annual leave entitlement for full-time appointments is 41 days per calendar year (pro rata for part-time appointments). For further information see our website <http://www.admin.ex.ac.uk/personnel/leave.shtml>.

Probationary Period

The appointment will normally be subject to a probationary period of one year.

References & Medical Clearance

All appointments are subject to satisfactory reference and medical checks and individuals will be required to complete a medical assessment form before appointment is confirmed. Applicants should note that the University normally contacts referees for short-listed applicants without further advice to applicants. When advising of referees, if they are resident overseas, please ensure you supply fax numbers and/or email addresses enabling us to contact them (if necessary) without delay. **Option for Associate Professors** In addition to the three referees indicated, the University will take up an additional referees' reports (two) from referees identified by the University.

Right to Work in the United Kingdom

We welcome all applicants and the diversity they bring. However, the nature of this role, the salary and the qualifications required, mean that immigration legislation will not allow the University to apply for a sponsorship certificate for this post. We strongly recommend that applicants that are non EEA nationals consult the Right to Work rules on the Home Office website at: www.ukba.homeoffice.gov.uk.

In particular you are encouraged to undertake a self assessment of your eligibility to work in the UK using the link to www.ukba.homeoffice.gov.uk/pointscalculator.

Terms & Conditions

The Terms and Conditions of Employment can be viewed on line by visiting <http://www.exeter.ac.uk/staff/employment/conditions/terms/>

Pensions

Membership of the Universities' Superannuation Scheme (USS) is automatic provided that you meet the qualifying criteria for membership. Please note that this scheme will be changing from April 2016 and for more information please go to <https://forthefuture.uss.co.uk>. Staff automatically become members and employee contributions will be taken from your pay unless you opt out in accordance with the current rules of the scheme. The USS benefit structure up to 31 March 2016 is as follows: The USS is a contracted-out scheme with two sections: Final Salary and Career Revalued Benefits; which section you will be eligible for will depend on any previous membership of USS. An information leaflet concerning the qualification rules for both the sections is enclosed; more detailed information about the USS scheme structure can be found at www.uss.co.uk. **IF you have been in USS before, you are strongly requested to contact the Pay and Benefits Office as soon as you can so that possible membership of the Final Salary benefits section can be investigated.** The University, as your employer, contributes such sums as will be required to maintain the full benefits of the scheme. You may opt out of the scheme and if you wish to do so, you should contact the Pay and Benefits Manager, Mrs Alison Rose (01392 263088/email a.j.rose@exeter.ac.uk) for further information.

Relocation

You may be able to claim relocation expenses in accordance with the University's Relocation Assistance Scheme. The maximum allowance that you can reclaim under the Relocation Assistance Scheme, if eligible, is 10% of salary..

Short-listing Information

We will acknowledge your application by email. The University of Exeter recognises the time and effort taken to apply for a position and will contact you by email to inform you of results of shortlisting

Application Procedure and Interview Information

The closing date for completed applications is 1st February 2016. We expect to hold interviews in Exeter.

Data Protection Act (1998)

The information contained within your application is being requested to enable the University to make employment decisions and meet statutory obligations. Any information provided to the University in this context will be treated confidentially and used only by manager(s), member of the University, Human Resources, Superannuation and Payroll during the course of your employment. Where the application relates to a post which is externally funded this information may be passed onto the relevant funding body.