

THE POST

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| College: | College of Life and Environmental Sciences http://lifesciences.exeter.ac.uk/ |
| Post: | Research Fellow |
| Reference No: | P54020 |
| Grade: | F |
| HERA: | RFEL |
| Reporting To: | Dr Steve Simpson |

The above full-time post is available from 1st April 2017 for 31 months (with a possibility of extended to 36 months) in the College of Life & Environmental Sciences.

Job Description

We are looking for a highly motivated and experienced early career researcher to join a three-year NERC-funded research project, led by PI Dr Steve Simpson in Biosciences based at the Exeter Streatham Campus, to assess *Impacts of anthropogenic noise on reproduction and survival*. Combining lab and field-based experiments, we will use an established field-based study system (coral reef fish) to assess the impacts of a major pollutant (anthropogenic noise, primarily motorboats) on key life-history processes (reproduction, embryonic and larval survival) that have direct fitness and ecological implications. The PDRF will interact extensively with other team members, including Co-I Prof. Andy Radford (Bristol), Prof. Mark McCormick (JCU, Australia) and several PhD and Masters students.

Main purpose of the job:

To conduct studies on a day-to-day basis, and organise and manage three 4-month field trips to Lizard Island Research Station (LIRS) and two 4-month research visits to James Cook University. The PDRF will receive relevant training as required, and will be supported with analysing data and writing papers, and encouraged to present findings at national/international conferences, thus maximising their career progression.

Main duties and accountabilities:

1. To undertake research as appropriate to the field of study including:
 - Acting as lead investigator during fieldwork;
 - Developing research objectives and planning experiments with the PI And Co-I;
 - Conducting individual and collaborative research projects;
 - Exploring sources of funding for additional research opportunities, including potential for personal research fellowships;
 - Writing and contributing to publications, and disseminating research findings to industry, policy and general public audiences;
 - Making presentations at conferences;
 - 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 application of research outcomes;

2. Encouraged to contribute to teaching (e.g. occasional guest lecture) and to co-supervise undergraduate and postgraduate research students (ideally relevant to this project).
3. To act as research team member, including:
 - Mentoring students and advising on their professional development;
 - Coaching and supporting colleagues in developing their research techniques;
 - Supervising the work of others, for example undergraduate and postgraduate projects;
 - Developing productive working relationships with other members of staff;
 - Working collegiately with colleagues to ensure equitable access to resources and facilities;
 - Dealing with standard problems and helping 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. On a day-to-day basis, planning and implementing research programmes including:
 - Managing the use of research resources to ensure that effective use is made of them;
 - Managing research budgets;
 - Helping to plan and implement commercial and consultancy activities;

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 |
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| Attainments/Qualifications | PhD (completed or nearing completion) in biology, ecology or equivalent subjects. Evidence of growing national/international recognition in a relevant subject area. | |
| Skills and Understanding | Possess sufficient specialist knowledge in the discipline to develop research programmes and methodologies. Strong record of research output in internationally recognised publications. | Experience of conducting marine fieldwork, working with fish, and of underwater acoustics (or other environmental stressors). Training in SCUBA diving, experience of snorkelling and motorboat handling. Training in R. Experience using mixed modelling or equivalent statistical methods. |
| Prior Experience | Experience of managing research projects and contributing to (or leading) research teams. | Experience of postgraduate supervision. |
| Behavioural Characteristics | Excellent written and verbal communication skills. Able to communicate complex and conceptual ideas to a range of audiences. | Able to work in a small team in remote locations. Lateral thinking, problem solving. Positive attitude, determination. |

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| | <p>Evidence of the ability to collaborate actively within the Institution and externally to complete research projects and advance thinking.</p> <p>Able to participate in and develop external networks.</p> <p>Motivated to identify additional sources of funding, generate income, obtain consultancy projects, or build relationships for future activities.</p> <p>Able to balance the pressures of research, administrative demands and competing deadlines.</p> | |
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Informal Enquiries

Before submitting an application you may wish to discuss the post further by contacting **Dr Steve Simpson**, email **S.Simpson@exeter.ac.uk** or telephone **+44 (0)1392 722714**.

Additional Information Relating to the Post

Salary

The starting salary will be on Grade F, £33,943 to £41,709 per annum, points 32 to 39, subject to knowledge, skills and experience. Progression beyond point 36 is subject to performance in the role.

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

Full time appointments are contracted to work a 36.5 hour week, over five days, to suit the requirements of the College, as notified by the College Dean. The hours of part-time staff are specified in the letter of appointment.

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.

Right to Work in the United Kingdom

If you do not have the right to work in the UK, this appointment will be subject to the University successfully obtaining a Certificate of Sponsorship under the UK's Points Based System for migrant workers and to you obtaining Entry Clearance/Leave to Remain.

For further information, see the Home Office website at <http://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. For details on the scheme please go to the <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. More information about the USS scheme can be found at www.uss.co.uk/members. 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 Pensions and Reward Advisor, Mrs Alison Rose (01392 723088/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 **9th February 2017**.

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.