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| Last updated: | <date> |

**JOB DESCRIPTION**

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| Post title: | **Research Fellow** | | |
| Academic Unit/Service: | Philosophy | | |
| Faculty: | Humanities | | |
| Career Pathway: | Education, Research and Enterprise (ERE) | Level: | 4 |
| \*ERE category: | Research pathway | | |
| Posts responsible to: | Elselijn Kingma | | |
| Posts responsible for: | No direct supervisory responsibility | | |
| Post base: | Office-based | | |

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| Job purpose |
| To undertake and publish research in accordance with the specified research project under the supervision of the award holder. To undertake leadership, management and engagement activities as well as appropriate administrative duties in accordance with the specified research project under the supervision of the award holder. To teach philosophy at undergraduate and postgraduate level. |

| Key accountabilities/primary responsibilities | | % Time |
| --- | --- | --- |
|  | Research   * To develop and carry out individual and collaborative research in accordance with the specified research project. * To publish research in peer-reviewed journals and books, presenting results at conferences, or exhibiting work at other appropriate events, in accordance with the specified research project and the promised research outputs. * To participate in research activities and collaborate with other researchers on the specified research project, as appropriate and/or directed by the award holder. * To enhance the Philosophy Research Culture, and in particular the research culture associated with the specified research project. | 75 % |
|  | Administration, Engagement & Outreach   * To carry out administrative tasks associated with specified research funding, for example organisation of project meetings and research activities, such as conferences; documentation; and timely formal reporting. * To contribute to appropriate outreach, engagement and other activities associated with the research project, as directed by the award holder. | 9 % |
|  | Teaching   * To contribute to the design and delivery of undergraduate and postgraduate modules in Philosophy, at an estimated load of one module a year. * To supervise undergraduate dissertations and MA/MRes theses, where appropriate. * To directly supervise students; set and mark coursework and examinations, providing constructive feedback to students | 16 % |

| Internal and external relationships |
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| Direct responsibility to holder of research award/line-manager.  Additional responsibility to director of programmes (philosophy) as co-ordinator of philosophy teaching and monitor of teaching quality  May have additional reporting and liaison responsibilities to external funding bodies or sponsors.  Collaborators/colleagues on the research project. |

| Special Requirements |
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| To attend national and international conferences for the purpose of disseminating research results. |

**PERSON SPECIFICATION**

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| Criteria | Essential | Desirable | How to be assessed |
| Qualifications, knowledge and experience | Submitted a PhD thesis - or equivalent professional qualifications and experience - in philosophy, or a relevant adjacent discipline.  Relevant research skills and expertise that will make a good contribution to the research project and the research team.  Detailed understanding and knowledge of an area of philosophy relevant to the research project, e.g. philosophy of biology, metaphysics, ethics, feminist philosophy, etc.)  Able to plan, manage, organise and assess own teaching.  Able to undertake excellent independent and collaborative research within the remint of the project. | PhD or equivalent qualification by time of appointment.  PhD in e.g. metaphysics; philosophy of biology/science; feminist philosophy, or another relevant area of philosophy.  Knowledge of human reproductive biology or a desire to familiarise oneself with such knowledge.  Research accepted for publication.  Excellent understanding of proposed area of research. | Application &  Interview |
| Planning and organising | Able to organise own research activities to deadline and quality standards  Able to plan a realistic, relevant and compelling independent research programme that relates well to the rest of the research project and the overall project aims. | Excellent planning and management skills. | Application &  Interview |
| Problem solving and initiative | Able to develop excellent understanding of complex problems and apply in-depth knowledge to address them  Able to handle and analyse complex philosophical problems, etc. | Able to develop original techniques/methods/  Initiative. | Application &  Interview |
| Management and teamwork | Works effectively in a team, understanding the strengths and weaknesses of others to help teamwork development, and facilitating the professional and social cohesion of the team.  Able to manage own time well  Able to work on collaborative research projects, and take supervisory direction on some of their research.  Able to manage and deliver own course unit or contribute to team-taught course units. | Able to co-author research publications. | Application & Interview |
| Communicating and influencing | Proven skills in spoken and written English  Communicates new and complex information effectively, both verbally and in writing, engaging the interest and enthusiasm of the target audience  Able to present research results at group meetings and conferences  Able to write up research results for publication in leading peer-viewed journals  Work proactively with colleagues in other work areas/institutions, contributing specialist knowledge to achieve outcomes. | Able to communicate research in an engaging way to a wider, non-specialist audience.  Capacity to generate enthusiasm in Students and other audiences.  Ability to proactively forge relationships with philosophers worldwide, and with other individuals in and outside the university, as appropriate for the research project.  Willingness to participate in outreach and interdisciplinary engagement. | Application &  Interview |
| Other skills and behaviours | Understanding of relevant Health & Safety issues  Positive attitude to colleagues and students |  | Interview |
| Special requirements |  | Able to attend national and international conferences to present research results | Interview |

**JOB HAZARD ANALYSIS**

**Is this an office-based post?**

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| X Yes | If this post is an office-based job with routine office hazards (eg: use of VDU), no further information needs to be supplied. Do not complete the section below. |

## - HR will send a full PEHQ to all applicants for this position. Please note, if full health clearance is required for a role, this will apply to all individuals, including existing members of staff.

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| **ENVIRONMENTAL EXPOSURES** | **Occasionally**  (<30% of time) | **Frequently**  (30-60% of time) | **Constantly**  (> 60% of time) |
| Outside work |  |  |  |
| Extremes of temperature (eg: fridge/ furnace) |  |  |  |
| ## Potential for exposure to body fluids |  |  |  |
| ## Noise (greater than 80 dba - 8 hrs twa) |  |  |  |
| ## Exposure to hazardous substances (eg: solvents, liquids, dust, fumes, biohazards). Specify below: |  |  |  |
| Frequent hand washing |  |  |  |
| Ionising radiation |  |  |  |
| **EQUIPMENT/TOOLS/MACHINES USED** | | | |
| ## Food handling |  |  |  |
| ## Driving university vehicles(eg: car/van/LGV/PCV) |  |  |  |
| ## Use of latex gloves (prohibited unless specific clinical necessity) |  |  |  |
| ## Vibrating tools (eg: strimmers, hammer drill, lawnmowers) |  |  |  |
| **PHYSICAL ABILITIES** | | | |
| Load manual handling |  |  |  |
| Repetitive crouching/kneeling/stooping |  |  |  |
| Repetitive pulling/pushing |  |  |  |
| Repetitive lifting |  |  |  |
| Standing for prolonged periods |  |  |  |
| Repetitive climbing (ie: steps, stools, ladders, stairs) |  |  |  |
| Fine motor grips (eg: pipetting) |  |  |  |
| Gross motor grips |  |  |  |
| Repetitive reaching below shoulder height |  |  |  |
| Repetitive reaching at shoulder height |  |  |  |
| Repetitive reaching above shoulder height |  |  |  |
| **PSYCHOSOCIAL ISSUES** | | | |
| Face to face contact with public |  |  |  |
| Lone working |  |  |  |
| ## Shift work/night work/on call duties |  |  |  |