

Job Description and Person Specification

JOB DESCRIPTION

Post title:	Senior Research Fellow		
School/Department:	IT Innovation Centre, Electronics and Computer Science		
Faculty:	Faculty of Engineering and Physical Sciences		
Career Pathway:	Education, Research and Enterprise (ERE)	Level:	5
*ERE category:	Research pathway		
Posts responsible to:	Principle Research Fellow, Principal Research Engineer or Professorial Fellow, IT Innovation Centre		
Posts responsible for:	Co-ordination of the activities of Research Fellows, Research Engineers and some activities of other Senior Research Fellows or Research Engineers		
Post base:	Office-based/Non Office-based (see job hazard analysis)		

Job purpose
To plan and deliver research in accordance with assigned research projects either directly as project leader or under the guidance of the project leader. To undertake leadership, management and engagement activities. Collaborate and consult effectively in own specialism and build client relationships, contributing to income generation activities. Provide leadership, coaching and mentoring within the team-based culture working with other research and enterprise staff, and acting as champion for University behaviours and values.

Key accountabilities/primary responsibilities	% Time
1. Plan and deliver high quality research within a specified area, project managing the research activity, sustaining a personal research plan, and supervising and taking responsibility for the research team.	20%
2. Establish a national reputation by sustaining the regular dissemination of findings through leading peer-reviewed publications, presenting results at conferences, or exhibiting work at other appropriate events.	10%
3. Contribute to income generation e.g. participate in winning funding for new projects, by helping to build consortia, managing parts of bids, and providing technical input to proposals.	10%
4. Develop and engage in research methodologies that add to the knowledge/understanding of the subject area.	10%
5. Identify sources of research funding and secure funds through bids and growing reputation.	5%
6. Collaborate on and develop original research with colleagues internally, in the University and in other institutions.	20%

Key accountabilities/primary responsibilities	% Time
7. Carry out management and administrative tasks associated with specified project, including risk assessment of project activities, organisation of project meetings and documentation and preparation of annual reports. To oversee and implement procedures required to ensure accurate and timely formal reporting and financial control.	5%
8. Undertake liaison with external organisations including equipment manufacturers, steering committees, associated academic facilities and commercial users.	5%
9. Provide expert advice in own subject area to other staff and students.	5%
10. Carry out occasional student supervision, demonstrating or lecturing duties within own area of expertise.	5%
11. Any other duties as allocated by the line manager following consultation with the post holder.	5%

Internal and external relationships
<p>As a senior member of the project team, will coordinate the day-to-day activities of research and technician staff either directly as project leader or under the guidance of the project leader.</p> <p>May be asked to serve on relevant University committees, for example Research and Enterprise committee.</p> <p>Will undertake research with clients, collaborators and colleagues in other work areas and institutions.</p> <p>Responsibility for reporting and liaison with external funding bodies or sponsors.</p>

Special Requirements
<p>To be available to participate in fieldwork as required by the specified research project.</p> <p>To attend national and international conferences for the purpose of disseminating research results.</p> <p>To undertake occasional short-term travel to project meetings within the UK and internationally (normally within the EU).</p>

PERSON SPECIFICATION

Criteria	Essential	Desirable	How to be assessed
Qualifications, knowledge and experience	<p>PhD or equivalent professional qualifications and experience in computer science, software engineering or a related discipline.</p> <p>Growing and consistent national reputation in distributed systems research (cloud computing, network infrastructures or data processing technologies).</p> <p>Track record of published research.</p> <p>Significant experience working with modern distributed architectures and technologies such as OpenStack, Spark, Istio, etc.</p>	<p>PhD in distributed computing systems management or systems engineering.</p> <p>Knowledge of model-based systems analysis in system design or system management.</p> <p>Relevant national committee memberships.</p> <p>Experience of cyber security threat analysis or information system risk analysis procedures.</p> <p>Demonstrable academic or commercial experience of applying IT-based research to real-world problems.</p>	CV and Interview
Planning and organising	<p>Proven ability to organise a range of high quality research activities to deadline and quality standards, ensuring plans complement broader research strategy.</p> <p>Proven ability to develop innovative research proposals and attract research funding.</p>	Able to build a research team.	CV and Interview
Problem solving and initiative	<p>Able to identify broad trends to assess deep-rooted and complex issues.</p> <p>Able to apply originality in modifying existing approaches to solve problems.</p>		CV and Interview
Management and teamwork	<p>Able to manage, motivate and coordinate others, delegating effectively. Able to formulate staff development plans, if appropriate.</p> <p>Work effectively in a team, understanding the strengths and weaknesses of others to help teamwork development.</p>		CV and Interview
Communicating and influencing	<p>Communicate new and complex information effectively, both verbally and in writing, engaging the interest and enthusiasm of the target audience.</p> <p>Track record of presenting research results at group meetings and conferences.</p> <p>Able to persuade and influence at all levels in order to foster and maintain relationships.</p> <p>Able to resolve tensions/difficulties as they arise.</p> <p>Able to provide expert guidance to colleagues in own team, other work areas and institutions to develop</p>		CV and Interview

	understanding and resolve complex problems.		
Other skills and behaviours	Compliance with relevant Health & Safety issues. Positive attitude to colleagues and students.		Interview
Special requirements	Able to attend national and international conferences to present research results.		CV and Interview

JOB HAZARD ANALYSIS

Is this an office-based post?

<input checked="" type="checkbox"/> 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.
<input type="checkbox"/> No	If this post is not office-based or has some hazards other than routine office (eg: more than use of VDU) please complete the analysis below. Hiring managers are asked to complete this section as accurately as possible to ensure the safety of the post-holder.

- 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.

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			