

Job Description and Person Specification

Last updated: 09/03/2020

JOB DESCRIPTION

Post title:	Senior Research Fellow in Nuclear Characterisation and Decommissioning		
School/Department:	School of Ocean and Earth Science		
Faculty:	Faculty of Environmental and Life Sciences		
Career Pathway:	Education, Research and Enterprise (ERE)	Level:	5
*ERE category:	Research pathway		
Posts responsible to:	Professor of Radioanalytical Chemistry		
Posts responsible for:	None		
Post base:	Laboratory / office-based (NOCS)		

Job purpose
To undertake research and Facility development in accordance with the requirements of the EPSRC NNUF-EXACT (Next Generation Accelerated Characterisation Technologies) project under the supervision of the award holder, specifically the development of novel nuclear-relevant research in nuclear characterisation and decommissioning, and the set-up and management of the NNUF-EXACT facility at the University of Southampton. To undertake leadership, management and engagement activities commensurate with this position.

Key accountabilities/primary responsibilities	% Time
1. Plan and deliver high quality research within the NNUF-EXACT facility, project managing the facility's activity, sustaining a personal and laboratory research plan, and supervising and taking responsibility for Facility users	30 %
2. Establish a national reputation by sustaining the regular dissemination of findings by taking the lead in preparing publication materials for referred journals, presenting results at conferences, or exhibiting work at other appropriate events.	5 %
3. Plan and develop, with University and external partners, innovative research proposals and projects	10 %
4. Develop and engage in research methodologies that add to the knowledge/understanding of the subject area.	10 %
5. Carry out management and administrative tasks associated with specified research funding, 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.	20 %
6. Undertake liaison with external organisations including equipment manufacturers, steering committees, associated academic facilities and commercial users.	10 %

Key accountabilities/primary responsibilities		% Time
7.	Provide expert advice in own subject area to other (University and external) staff and students.	5 %
8.	Carry out occasional undergraduate supervision, demonstrating or lecturing duties within own area of expertise.	5 %
9.	Any other duties as allocated by the line manager following consultation with the post holder.	5 %

Internal and external relationships
<p>Responsibility to research award holder/project director.</p> <p>Responsibility for reporting and liaison to external funding bodies or sponsors.</p> <p>As a senior member of the project team, will coordinate the day-to-day activities of the NNUF-EXACT facility under the guidance of the project director.</p> <p>Collaborators and colleagues in other work areas and institutions.</p>

Special Requirements
<p>To be available to participate in fieldwork or work in University partner laboratories as required by the specified research project.</p> <p>To attend national and international conferences for the purpose of disseminating research results.</p>

PERSON SPECIFICATION

Criteria	Essential	Desirable	How to be assessed
Qualifications, knowledge and experience	<p>PhD or equivalent professional qualifications and experience in radiochemistry, geochemistry, or a relevant area of geology, environmental science, environmental engineering, physics, chemistry or civil engineering.</p> <p>Detailed understanding and knowledge of experimental and analytical approaches to problem solving, particularly with relevance to radionuclide characterisation and analysis.</p> <p>Significant experience in geochemical, radiochemical, chemistry or engineering laboratory research and / or consultancy activities.</p> <p>Track record of published research in nuclear-related field</p>	<p>Knowledge of radionuclide analysis and radioactive materials characterisation.</p> <p>Research or consultancy programme management.</p> <p>Relevant nuclear industry experience</p>	CV, application form and interview
Planning and organising	<p>Proven ability to organise a range of high quality research or consultancy activities to deadline and quality standards, ensuring plans complement broader research strategy</p> <p>Proven ability to develop innovative research /technical proposals and attract research / consultancy funding</p>		CV (previous projects), application form 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>	An ability to design laboratory-scale systems or modelling to simulate field, plant or site-scale processes, with particular relevance to the UK nuclear industry.	CV (previous projects), application form and interview
Management and teamwork	<p>Able to manage, motivate and coordinate research or laboratory teams, delegating effectively.</p> <p>Able to monitor and manage resources and budgets</p> <p>Work effectively in a team, understanding the strengths and weaknesses of others to help teamwork development</p> <p>Able to supervise work of junior research staff, delegating effectively</p> <p>Able to liaise with senior staff, and supervise work of University visitors, in University laboratory facilities</p> <p>Able to undertake coordinating role in School/Department/university</p>		CV (previous projects) 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 understanding and resolve complex problems</p>		CV (previous projects) and interview
Other skills and behaviours	<p>Understanding of relevant Health & Safety issues</p> <p>Understanding of radiation safety issues</p> <p>Positive attitude to colleagues and students</p>		Interview
Special requirements	Able to attend national and international conferences to present research results		CV (previous projects) and interview

JOB HAZARD ANALYSIS

Is this an office-based post?

<input 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 checked="" 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			