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| Last updated: | March 2025 |

**JOB DESCRIPTION**

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| Post title: | **Research Fellow in Evolutionary Biology** |
| Standard Occupation Code: (UKVI SOC CODE) | 2119 - Natural and social science professionals |
| School/Department: | School of Biological Sciences |
| Faculty: | FELS |
| Career Pathway: | Education, Research and Enterprise (ERE) | Level: | 4 |
| \*ERE category: | Research pathway |
| Posts responsible to: | Dr. Jeff Thompson |
| Posts responsible for: |  |
| Post base: | Office-based/Non Office-based (see job hazard analysis) |

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| Job purpose |
| To undertake research in accordance with the specified research project under the supervision of the award holder. To undertake leadership, management and engagement activities. |

| Key accountabilities/primary responsibilities | % Time |
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|  | To carry out Micro-CT scanning of fossil and extant sea urchins from museum collections  | 30 % |
|  | To process this data and analyse it using 3D geometric morphometric methods, multivariate statistics and phylogenetic comparative methods | 50 % |
|  | Supervise the work of junior research staff. | 5 % |
|  | Carry out occasional undergraduate supervision, demonstrating or lecturing duties within own area of expertise, under the direct guidance of a member of departmental academic staff. | 5 % |
|  | To allocate 10 days a year (pro rata if part-time) to undertake training and continuing professional development (CPD), develop research identity and leadership skills in line with the Researcher Development Concordat. | 5% |
|  | Any other duties as allocated by the line manager following consultation with the post holder. | 5% |

| Internal and external relationships |
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| Direct responsibility to holder of research award or academic supervisor. May have additional reporting and liaison responsibilities to external funding bodies or sponsors.May be asked to serve on a relevant School/Department committee, for example research committee. Collaborators/colleagues on the “UNLOCKING NEW HORIZONS – HOW FEEDING MORPHOLOGY ANDPERFORMANCE IMPACTS ADAPTIVE EXPANSION IN DEEP TIME” project. |

| Special Requirements |
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| To be available to participate in laboratory work or museum research visits fieldwork as required by the specified research project. To attend national and international conferences for the purpose of disseminating research results.*Applications for Research Fellow positions will be considered from candidates who are working towards or nearing completion of a relevant PhD qualification. The title of Research Fellow will be applied upon successful completion of the PhD. Prior to the qualification being awarded the title of* ***Senior Research Assistant*** *will be given.* |

**PERSON SPECIFICATION**

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| Criteria | Essential | Desirable | How to be assessed |
| Qualifications, knowledge and experience | PhD or equivalent professional qualifications and experience in Evolutionary Biology, Palaeobiology, or related areaDetailed understanding and knowledge of Evolutionary Biology, Morphological Evolution, Morphometrics, 3D morphological data.. | Experience of generating and analysing micro-CT dataExperience working with fossil or extant museum specimensExperience using 3D geometric morphometrics to study morphological evolutionExperience using R to analyse evolutionary biology data (e.g. multivariate statistical analyses, phylogenetic comparative methodDemonstrate commitment to maintaining professional knowledge and awareness through continuing personal and professional developmentUnderstanding of the Concordats relevant to research | Application, CV and Interview |
| Expected Behaviours | Able to apply and actively promote equality, diversity and inclusion principles to the responsibilities of the role. Demonstrate the Southampton Behaviours and work with colleagues to embed them as a way of working within the team. |  | Application, CV and Interview |
| Planning and organising | Able to organise own research activities to deadline and quality standards |  | Application, CV and Interview |
| Problem solving and initiative | Able to develop understanding of complex problems and apply in-depth knowledge to address themAble to develop original techniques/methods |  | Application, CV and Interview |
| Management and teamwork | Able to supervise work of junior research staff, delegating effectivelyWork effectively in a team, understanding the strengths and weaknesses of others to help teamwork development |  | Application, CV and Interview |
| Communicating and influencing | Communicate new and complex information effectively, both verbally and in writing, engaging the interest and enthusiasm of the target audienceAble to present research results at group meetings and conferencesAble to write up research results for publication in leading peer-viewed journalsWork proactively with colleagues in other work areas/institutions, contributing specialist knowledge to achieve outcomes |  | Application, CV and Interview |
| Other skills and behaviours | Understanding of relevant Health & Safety issuesPositive attitude to colleagues and students |  | Application, CV and Interview |
| Special requirements | Able to attend national and international conferences to present research resultsBe able to partake in international museum collections visitsOn occasions (<10 days per year) and when necessary, work outside of the normal working day (with time off in lieu)Be able to demonstrate good analytical practices and record taking |  | Application, CV and Interview |

**JOB HAZARD ANALYSIS**

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

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| [ ]  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. |
| [x]  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.

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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 | x |  |  |
| Repetitive crouching/kneeling/stooping |  |  |  |
| Repetitive pulling/pushing |  |  |  |
| Repetitive lifting |  |  |  |
| Standing for prolonged periods | x |  |  |
| Repetitive climbing (ie: steps, stools, ladders, stairs) |  |  |  |
| Fine motor grips (eg: pipetting) | x |  |  |
| 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 | x |  |  |
| Lone working | x |  |  |
| ## Shift work/night work/on call duties  |  |  |  |