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Job Description

Post title: **Research Fellow LifeLab**

Date last updated/evaluated: March 2025

Author: Kathryn Woods-Townsend

Standard Occupation Code: 2119

School / Department: School of Healthcare Enterprise and Innovation

Faculty / Directorate: Faculty of Medicine

Job Family: Education, Research and Enterprise (ERE)

Grade: Level 4

ERE Pathway (if applicable): Research

Post reporting to: Kathryn Woods-Townsend

Post line report(s): N/A

Post base location: Hybrid: Campus / Home **:** based at LifeLab / Science Park / Home

Job purpose: Research: Building research skills, experience and networks, with appropriate guidance, support and supervision. The work will be focused on contributing to the research agenda for the LifeLab programme (incl the Young Researcher Training Programme), with opportunities to develop personal research goals and future plans.

Knowledge Exchange and Enterprise: Building specialist knowledge and experience, with appropriate guidance, support and supervision. The work will be focused on contributing to the design, development and delivery of knowledge exchange and/or enterprise activities and outputs for the LifeLab programme and the Young Researcher Training Programme.

Leadership, Management and Engagement: Planning own work and contributing effectively to leadership, management and engagement activities, with appropriate guidance, support and supervision.

## Key accountabilities and indicative time allocation:

1. **60%**

**Research Contribution**:

* Develop and progress the LifeLab programme of research supported by the LifeLab Programme Director, with a specific focus on evaluation of the Young Researcher Training Programme.
* Develop rigorous and original research contributions that lead to the discovery of new knowledge, insight and/or understanding in the fields of education and public health.
* Produce and/or contribute to research outputs, establishing visibility and credibility among subject-relevant research communities, within and beyond the University.
* Contribute to income proposals.
* Collaborate and network productively with colleagues in own and other departments, disciplines and/or organisations. Engage with a range of public groups, partners or organisations, as appropriate.
* Develop knowledge and understanding of research methodologies (e.g., testing, analysis, interpretation, critical evaluation); select and apply these effectively.
* Contribute to the effective co-creation, sharing of and engagement with research and research findings by a range of audiences (e.g., academic peers, practitioners, policymakers, publics), using a range of methods (e.g., peer-reviewed publications, conferences, public engagement, outreach, media releases).
* Ensure that research outputs are findable, accessible, interoperable and reproducible (FAIR) and, wherever possible, open access.
* Take opportunities to ensure research activities benefit educational practice.
* Contribute to the supervision of postgraduate students and/or research assistants.

1. **20%**

**Knowledge Exchange and Enterprise Contribution**:

* Work effectively with internal and external stakeholders to establish and evaluate requirements, provide insight and propose products or solutions to meet identified needs.
* Participate in public engagement, outreach and/or other impact-generating activities.
* Take opportunities to ensure knowledge exchange and/or enterprise activities and outputs benefit educational and research practice.
* Collaborate and network productively with colleagues and relevant stakeholders in own and other departments, specialisms and/or organisations, within and beyond academia.

1. **15%**

**Leadership, Management and Engagement Contribution**:

Building on the Leadership, Management and Engagement contributions inherent in other Level 4 activities:

* Plan and prioritise own work effectively.
* Undertake defined tasks and contribute effectively to team, department or School-level management, engagement, administration or project work.
* Contribute to short-term and medium-term planning.
* Develop an understanding of School, Faculty and University strategies and objectives.
* Contribute to the wider work of the Faculty and University through effective participation in working groups and committees (e.g., Equality, Diversity and Inclusion committees and self-assessment teams, Health and Safety committees, Research Ethics committees etc.).
* Advise and assist colleagues and students.
* Effectively engage in probation, appraisal, career development and continuing professional development activities.
* Use discretion and judgement to select from or adapt existing processes and procedures to achieve outcomes.

1. **5%**

Any other duties as allocated by the line manager following consultation with the post holder.

Internal and external relationships:

The appointee will be a member of the LifeLab team, in the School of Healthcare Enterprise and Innovation in the Faculty of Medicine.

The appointee will be expected to work closely with direct colleagues, and also with colleagues across other faculties and departments (specifically; Faculty of Environmental and Life Sciences, Faculty of Arts and Humanities, Faculty of Social Sciences and the Widening Participation and Social Mobility Directorate).

Externally, we work across the education community, so developing relationships with schools, colleges and other educational establishments will be required. We also work closely with colleagues in local authorities, non-governmental organisations and charities – specifically focused on young people, education and public health.

Special requirements:

Flexibility in working hours, ability to travel to schools/colleges if required

An enhanced DBS check is required for this role.

# Person Specification – Skills and Competencies

All essential and desirable criteria outlined in this Person Specification will be assessed through a combination of recruitment application and CV, and where applicable numerical or written assessment.

**Knowledge, Experience and Qualifications**

Essential

* Substantial and authoritative practical knowledge and experience in qualitative (incl use of NVivo or other thematic analysis approach) and quantitative research (incl knowledge of statistical analysis), primarily in public health, and/or youth work, and/or education disciplines - evidenced through peer-reviewed documents (thesis, publications, progress reviews).
* The required level of knowledge and understanding will normally have been gained through some or all of the following:
  + Considerable work experience
  + Vocational training
  + Formal qualification(s) equivalent to Level 7 or 8 of the [Regulated Qualifications Framework](https://www.gov.uk/what-different-qualification-levels-mean/list-of-qualification-levels) e.g. foundation degree or degree with honours, or Level 7 or 8 award, certificate, diploma, NVQ.

Desirable

* Teaching qualification (PGCE, PGCAP or equivalent).
* PhD in Public Health, Education or Youth Work.
* Understanding/experience of using the Higher Education Access Tracker Database.
* Experience of successfully publishing previous research outputs

**Teamwork and Communication**

Essential

* Delegates and/or collaborates effectively, understanding the strengths and weaknesses of colleagues.
* Works proactively with colleagues and other stakeholders, within and beyond the University, to achieve outcomes.
* Communicates effectively to develop understanding and achieve cooperation.
* Provides clear advice, guidance and recommendations on novel or complex concepts and issues.
* Able to work independently, but maintaining effective communication with wider team.

**Planning, Organisation and Resource Management**

Essential

* Plans and progresses research and/or knowledge exchange and enterprise activities within broad guidelines and established University policies and procedures.
* Formulates development plans to meet current skill requirements.

**Problem Solving and Initiative**

Essential

* Develops detailed understanding of long-standing and/or complex problems and applies accumulated knowledge and experience to understand and/or resolve them.
* Demonstrates an awareness of principles and trends within a specialist field and awareness of how this affects research and/or knowledge exchange and enterprise activities in the University.

# Job Hazard Assessment

A full health clearance is required for this role where any hazards marked “**^**”, using the agreed Occupational Health referral template [available from here](https://sotonac.sharepoint.com/teams/HealthWellbeing/SitePages/Occupational-Health.aspx). Where a full health clearance is required, this will apply to all role holders, including existing members of staff.

## Physical Environment

Working outside **^** Not applicable

Exposure to noise levels >80dbA **^** Not applicable

Working with dust or fumes **^** Not applicable

Working with skin irritants **^** Not applicable

Working with chemicals (industrial or cleaning) **^** Not applicable

Working in a confined space **^** Not applicable

Working at height **^** Not applicable

Working with sewage **^** Not applicable

Contact with cytotoxins **^** Not applicable

Exposure Prone Procedure (EPP) work **^** Not applicable

Contact with clinical specimens or pathology work **^**  Not applicable

Direct patient care or patient contact Not applicable

Exposure to temperature extremes Not applicable

Frequent hand washing Not applicable

Ionising radiation Not applicable

## Psychological and Social Environment

Working shifts **^** Not applicable

Working nights **^** Not applicable

Lone working Occasionally <30% Time

Working with children Occasionally <30% Time

Exposure to persons with challenging behaviourNot applicable

Working with larger groups Not applicable

## Equipment, Tools and Machines

Working with vibrating machinery or tools **^** Not applicable

Driving duties e.g. LGV, PCVs, forklift trucks **^** Not applicable

Food handling Not applicable

Contact with latexNot applicable

## Physical Abilities

Prolonged physical movements or actions e.g. walking **^** Not applicable

Prolonged Standing or Sitting **^** Constantly >60% Time

Moving or handling heavy loads **^** Not applicable

Repetitive pulling or pushing **^** Not applicable

Repetitive climbing (steps, stools, ladders, stairs) **^** Not applicable

Repetitive crouching, kneeling or stooping Not applicable

Repetitive lifting Not applicable

Fine motor grips (e.g. pipetting) Not applicable

Repetitive reaching below shoulder height Not applicable

Repetitive reaching at shoulder height Not applicable

Repetitive reaching above shoulder height Not applicable

# Behaviours

Our [Inclusion and Respectful Behaviour Policy](https://www.southampton.ac.uk/about/governance/regulations-policies/policies/inclusion-respectful-behaviour) describes the expectations of everyone who is a part of our community.

Our **Southampton Behaviours** (below) outline the responsibilities we each have in working collaboratively to achieve our University strategy.

**Personal Leadership**

- I take personal responsibility for my own actions and an active approach towards my development.

- I reflect on my own behaviour, actively seek feedback and adapt my behaviour accordingly.

- I demonstrate pride, passion and enthusiasm for our University community.

- I demonstrate respect and build trust with an open and honest approach.

**Working Together**

- I work collaboratively and build productive relationships across our University and beyond.

- I actively listen to others and communicate clearly and appropriately with everyone.

- I take an inclusive approach, value the differences that people bring and encourage others to contribute and flourish.

- I proactively work through challenge and conflict, considering others’ views to achieve positive and productive outcomes.

**Developing Others**

- I help to create an environment that engages and motivates others.

- I take time to support and enable people to be the best they can be.

- I recognise and value others’ achievements, give praise and celebrate their success.

- I deliver balanced feedback to enable others to improve their contribution.

**Delivering Quality**

- I identify opportunities and take action to make improvements.

- I plan and prioritise efficiently and effectively, taking account of people, processes and resources.

- I am accountable for tackling issues, making difficult decisions and seeing them through to their conclusion.

- I encourage creativity and innovation in others, to deliver workable solutions.

**Driving Sustainability**

- I consider the impact on people before taking decisions or actions that may affect them.

- I embrace, enable and embed change effectively.

- I regularly take account of external and internal factors, assessing the need for change, and gaining support to move forward.

- I take time to understand our University strategy and communicate this to others.