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Appointment of a Research Fellow in Shared-values (0.10 - 0.85 full-time equivalent)

**The Job**

At Research Fellow level (AC2), staff are expected to be involved in the developing, planning and managing of research projects in consultation with a Principal Investigator, developing a publication record and learning to generate funding and supervise less experienced researchers. The role will normally require a level of research knowledge, skill and experience equivalent to PhD. Research Fellows may also be expected to contribute to the teaching and/or consultancy activities in order to ensure continuous development of knowledge in the subject area.

The role will involve the following range of activities:

* develop research objectives and proposals for their own or joint research, initially with the assistance of a mentor if required;
* conduct individual and collaborative research projects;
* continually update knowledge and understanding in the field; and translate knowledge of advances in the subject area into research activity;
* contribute to writing up research work for publication or dissemination of research findings including presenting at conferences and/or other appropriate events;
* contribute to the supervision and mentoring of research students and make some contribution to the teaching, tutoring and learning programmes in the school;
* prepare proposals and applications to external bodies, e.g. for funding and accreditation purposes;
* liaise with colleagues and students;
* build internal contacts and participate in internal networks to exchange information and form relationships for future collaboration;
* join external networks to share information and identify potential sources of funds;
* agree and largely self-manage research and administrative activities, ensuring own research is undertaken according to governance, ethical and quality assurance guidelines;
* collaborate with academic colleagues on areas of shared research interest;
* work with colleagues on joint proposals as required; and attend and contribute to relevant meetings;
* use new research techniques and methods, develop new ones and extend the research portfolio;
* identify areas of research and generate ideas associated with research;
* analyse and interpret research data and draw conclusions on the outcomes; and contribute to collaborative decision-making in areas of research;
* plan and manage own research activity and use of resources in collaboration with others and help to plan and implement third stream commercial and consultancy activities.

**Person Specification**

It is expected that the criteria below regarding knowledge and qualifications will be met by the successful candidate.

**Essential**

* A PhD or an equivalent level of professional experience in a directly related field such as project evaluation, community development, values-based projects, sustainable indicators, sustainable development.
* Explicit experience of facilitating and/or developing the bespoke WeValue approach.
* Sufficient, up-to-date breadth or depth of specialist knowledge in a related discipline.
* Competent IT skills including use of remote conferencing.
* Understanding of equality of opportunity, academic content and basic ethical issues relating to academic research, international research collaboration, collection and maintenance of data.
* Commitment to obtaining relevant higher academic achievements.
* A willingness and ability to travel for 2-3 weeks at a time for field work abroad, including to developing countries: up to three trips per year.
* Evidence of familiarity with related research methods and techniques.

**Desirable**

* Success in writing and publishing formal work either in refereed academic journals or as formal reports for clients or funders, OR success in writing and obtaining significant or moderate funding bids for research or related work.
* Substantial experience in a second area of this multi-disciplinary work, or evidence of some breadth of professional experience beyond a narrow area of expertise. (The knowledge area can be self-identified, but the candidate must be able to make the argument as to the relevance to the job if asked).
* Evidence of an ability to interact effectively and sympathetically with people from different backgrounds.

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* This is a highly inter-disciplinary project concerning novel learning and knowledge-creation mechanisms and/or philosophies and/or methodologies underpinning the values-based process developed at the University of Brighton known as WeValue (see <http://blogs.brighton.ac.uk/wevalue/>). This is a design-based process originally developed to assist civil society groups to better articulate their values and find ways to represent them to others, up to and including via concise measures and indicators. Over time a portfolio of processes was developed which help articulate shared values, enhance voice, provide evidence of the ‘intangible’, and challenge traditional concepts of meaningful measures – services which are all highly sought in many areas of sustainable development.
* In this project the researcher will analyse details of the process via conversations, interviews and interactions to develop models or theories or understandings of the underlying concepts which make the process so successful. They can have leeway on the analytical approaches chosen, but will obtain data from series of sessions undertaken as part of team delivery of a wider international development project in Indonesia, India and Senegal.
* The research work will require considerable data collected from series of WeValue InSitu sessions with real participants. These will be obtained via the main research landscape for this PhD project: The University of Brighton’s involvement in the new UKRI GCRF ‘Action against Stunting Hub’ which will transform the exploration of child under-nutrition from component parts to focusing on the 'whole child'.  (see [https://*actionagainststunting*.org](https://actionagainststunting.org)). It is one of 12 new Global Research Hubs funded by UKRI through the Global Challenges Research Fund (GCRF) - which is a key component in delivering the UK AID strategy and puts UK-led research at the heart of efforts to tackle the United Nations Sustainable Development Goals. This Hub will bring a change of emphasis by focusing on examining, via interconnections of shared values, the relationship between the known biological, social, environmental and behavioural drivers of stunting. Over the five-year collaboration the Hub will aim to reduce child stunting by up to 10% across specific communities in India, Indonesia and Senegal.
* The appointment is for a fixed term of 36 months as specified by the externally funded research program underpinning it.
* The appointment is generally made at the bottom of the range dependent upon experience and previous salary.
* The annual leave entitlement is 35 working days, pro rata for proportional (part-time staff). This is in addition to the statutory holidays applicable in England, local discretionary holidays and days when the university is closed in the interests of efficiency.
* Hours –The full time equivalent of this post is negotiable before contract finalisation, between 0.10 and 0.85. The nature of teaching posts is such that staff are expected to work such hours as are reasonably necessary in order to fulfil their duties and responsibilities. It would therefore be inappropriate to define the total hours to be worked in any week. A reasonable norm for full-time staff, however, having regard to the contractual position of other senior staff in the institution, would be thirty-seven, although this should not be regarded as a minimum or maximum. Direct teaching responsibility should not exceed eighteen hours in any week or a total of five hundred and fifty hours in the teaching year. This provision will not, however, apply in subject areas where the nature of the curriculum and teaching style make it inappropriate. In such cases, separate arrangements apply. The university has currently identified the following academic areas where teaching methods or modes of delivery make the 18 hour per week limit inappropriate at certain times of the year:
* art and design
* business/management
* health - clinically related subjects
* construction management

The 550 hour annual maximum will not, however, be exceeded except by mutually agreed overtime.

More information about the university and the school can be found by following the links below:

* [Academic departments](https://www.brighton.ac.uk/about-us/contact-us/academic-departments/index.aspx)
* [Research and Enterprise at the University](https://www.brighton.ac.uk/research-and-enterprise/research/index.aspx)
* [Professional services departments](https://www.brighton.ac.uk/about-us/contact-us/professional-services-departments/index.aspx)
* University’s [2016 - 2021 Strategy](https://www.brighton.ac.uk/practical-wisdom/index.aspx)

The University has an attractive range of benefits and you can find more information in the [Working here](https://www.brighton.ac.uk/about-us/working-with-us/jobs/index.aspx) section of our website which includes information on [Equality, diversity and inclusion](https://www.brighton.ac.uk/about-us/working-with-us/jobs/equality-diversity-and-inclusion.aspx) and [Benefits and facilities](https://www.brighton.ac.uk/about-us/working-with-us/jobs/benefits-and-facilities.aspx).

**Job sharing**

The University of Brighton welcomes job sharers. Job sharing is a way of working where two people share one full-time job, dividing the work, responsibilities, pay, holidays and other benefits between them proportionate to the hours each works, thereby increasing access to a wide range of jobs on a part-time basis. The advert for the post for which you are applying will indicate whether applications from job sharers can be considered (this may not be possible for a post that is already part time for example) and further information can be found on the ‘Balancing Working Life’ section here [Benefits and facilities](https://www.brighton.ac.uk/about-us/working-with-us/jobs/benefits-and-facilities.aspx).

**Professional development**

The Research Office organises a wide range of workshops covering all aspects of researcher development including research degree supervision, research methodology, writing successful bids for funding, intellectual property and negotiations and contracts. The Research Office also offers a co-ordinated central service to advise and assist university research staff applying for grants from UK Research Councils, the European Commission, the NHS and similar external bodies including advice and guidance on application procedures, regulations, staffing, costing and protection of intellectual property. The Research Office’s website offers a wide range of helpful information on all aspects of research. See <https://www.brighton.ac.uk/research-and-enterprise/enterprise/index.aspx>

Date: 13 October 2020

(based on SV4048, RF in Values-Based Indicators)