

SECTION A: THE ROLE

Job Title:	Postdoctoral Research Fellow
Institute/Service:	Institute of Science and Environment
Job Grade:	Grade 07
Job Location:	Ambleside
Responsible To:	Director of Research and Knowledge Exchange and the Centre for National Parks and Protected Areas

Role Purpose:

To work as part of a team to deliver the objectives of the ERC consolidator grant, Inducible Defences, awarded to Professor Robert A. Montgomery via the UKRI guarantee scheme (i.e., the UKRI Frontier Research Grant).

It is expected that this post holder will carry out research on emergent technological sensors for remote animal behavioural observation, empirical data collection of human-predator-prey interactions, and computer simulations to quantify the nature and strength of these interactions.

There will be the expectation of field work in Murchison Falls National Park, Uganda to facilitate this research. The post-holder will work closely with another empirically-focused post-doc and a team of researchers in the field.

SECTION B: PRINCIPAL DUTIES/KEY OBJECTIVES

1.	Manage systems of field data collection including data collection, collation, and analysis.
2.	Lead in the preparation of scientific journal articles, occasionally present papers and posters, and prepare annual reports.
3.	Adapt existing and develop new scientific techniques and experimental protocols.
4.	Work closely with the field team in Uganda and conduct fieldwork at the research site in Uganda to expand the scope of research questions being pursued.
5.	Carry out collaborative projects with colleagues in partner institutions, and research groups.
6.	Represent the Institute at external meetings/seminars, either with other members of the group or alone.

Additional Information:

In addition to the duties listed above, you will be required to perform other duties which are assigned from time to time. However, such other duties will be reasonable in relation to the grade and role profile set out below.

You will on occasions and in line with operational needs:

- Be required to work different hours including at weekends/evenings;
- Be required to travel to other campuses and sites as necessary.

It is the University's intention that this role description is seen as a guide to the major areas and duties for which the post holder is accountable. However, the business will change and the post holder's obligations will vary and develop. The description should be seen as a guide and not as a permanent, definitive and exhaustive statement.

Our Values:

At the University of Cumbria, our values shape the way we work, our culture and environment.

We are PERSONAL

Individuals are at the heart of what we do, and our culture of belonging recognises and supports every person. As an institution, we have mutual respect for those we work with and for and we care about understanding each other's challenges and helping one another to thrive.

We are PROGRESSIVE

As a university we have a determination to deliver our mission, which keeps us open to opportunities in front of us. We encourage thoughtful and inspirational ideas, and we tackle problems proactively, with optimism, creativity and courage.

We are ENGAGED

As stewards of knowledge and place, it is our privilege to champion the region and advocate for the value of education. The University of Cumbria is welcoming to different perspectives, expertise and experiences and we are committed to building and nurturing strong links with our communities.

Providing an Inclusive Environment:

The University of Cumbria is committed to providing an inclusive environment, where staff, students and visitors are encouraged to be their true self, in order to enhance the individual and collective experience. As a university community, we share the social responsibility of enabling this inclusive environment by valuing, respecting and celebrating differences, to ensure that we generate a sense of understanding and belonging.

The university recognises that our differences are our strength, seeking and valuing different perspectives and ideas, in an environment that is without prejudice and bias.

We are committed to embracing our responsibility as a facilitator of change and continue to develop our equality agenda in line with and, where appropriate, beyond the Equality Act 2010. We do not tolerate discrimination, bullying or harassment in any form on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Health & Safety Statement

All employees at the University of Cumbria are required to ensure that all duties and responsibilities are discharged in accordance with the University's Health and Safety at Work policy. They should take reasonable care for their own health and safety and that of others who may be affected by what they do or do not do. Employees should correctly use work items provided by the University, including personal protective equipment in accordance with training or instructions

PERSON SPECIFICATION		
Post Title: Postdoctoral Research Fellow	Institute/Service: Institute of Science and Environment	
Criteria	Essential/ Desirable	To be identified by:
Qualifications Educated to PhD level or equivalent experience. Professional qualification or membership of professional body.	Essential	Application Form
	Desirable	Application Form
Experience, Knowledge, Skills and Abilities Experience of utilising qualitative and quantitative methodologies and a range of different research methods. Ability to lead work area, motivating, developing and encouraging the commitment to learn/secure high performance in others; with particular focus on sourcing, costing and developing bid responses, working with others across the university (centralised services and academic teams) Record of academic peer reviewed publications in leading conferences and/or journals Organisation and time management skills to plan and organise activities and events alongside leading the development and delivery of multiple projects. Ability to provide input into the development of Service /work area policy, etc., including the identification, viability testing and completion of commercial tendering opportunities Ability to explain/present detailed procedural information to non-experts, and to negotiate, and represent work issues on behalf of the Institute of Science and Environment at the University of Cumbria (internal and external). Experience of supporting and managing research assistants.	Essential	Supporting Statement/Interview
	Essential	Supporting Statement/Interview
	Desirable	Application Form
	Essential	Supporting statement/Interview
	Essential	Supporting statement/Interview
	Essential	Application Form/Interview
	Desirable	Application Form
Other Commitment to the strategic plan and values of the University especially in relation to equality of opportunity at work and a healthy and safe working environment.	Essential	Interview

ROLE PROFILE for RESEARCH FELLOW

LEVEL 2	RESEARCH
1 Teaching and learning support	<ul style="list-style-type: none"> • Be involved in the assessment of student knowledge and supervision of projects. • Assist in the development of student research skills.
2 Research and scholarship	<ul style="list-style-type: none"> • Develop research objectives and proposals for own or joint research, with the assistance of a mentor if required. • Conduct individual and collaborative research projects. • Write up research work for publication. • Continually update knowledge and understanding in field or specialism. • Translate knowledge of advances in the subject area into research activity.
3 Communication	<ul style="list-style-type: none"> • Deal with routine communication using a range of media. • Communicate complex information, orally, in writing and electronically. • Preparing proposals and applications to external bodies, eg for funding and contractual purposes. • Communicate material of a specialist or highly technical nature.
4 Liaison and networking	<ul style="list-style-type: none"> • Liaise with colleagues and students. • Build internal contacts and participate in internal networks for the exchange of information and to form relationships for future collaboration. • Join external networks to share information and identify potential sources of funds.
5 Managing people	<ul style="list-style-type: none"> • Manage own research and administrative activities, with guidance if required.
6 Teamwork	<ul style="list-style-type: none"> • Work with colleagues on joint projects, as required • Collaborate with academic colleagues on areas of shared research interest. • Attend and contribute to relevant meetings.
7 Pastoral care	<ul style="list-style-type: none"> • Show consideration to others.
8 Initiative, problem-solving and decision-making	<ul style="list-style-type: none"> • Use new research techniques and methods. • Use initiative and creativity to identify areas for research, develop new research methods and extend the research portfolio. • Use creativity to analyse and interpret research data and draw conclusions on the outcomes. • Contribute to collaborative decision making with colleagues in areas of research.
9 Planning and managing resources	<ul style="list-style-type: none"> • Use research resources, laboratories and workshops as appropriate. • Plan and manage own research activity in collaboration with others.
10 Sensory, physical and emotional demands	<ul style="list-style-type: none"> • Sensory and physical demands will vary from relatively light to a high level depending on the discipline and the type of work • Carry out tasks that require the learning of certain skills. • Balance with help the competing pressures of research and administrative demands and deadlines.
11 Work environment	<ul style="list-style-type: none"> • Is required to be aware of the risks in the work

	environment and their potential impact on their own work and that of others.
12 Expertise	<ul style="list-style-type: none"> • Possess sufficient breadth or depth of specialist knowledge in the discipline and of research methods and techniques to work within established research programmes. • Engage in continuous professional development. • Understand equal opportunity issues as they may impact on areas of research content.