Job Description

Job title	Research Fellow
Department/School	To be confirmed based on expertise
Job family	Education and Research
Grade	8
Reporting to	ISCC Associate Director for Sustainable Systems, Dr Stephen Allen and relevant Head of Department
Responsible for	Research students and/or other research staff
Location	University of Bath premises

Background and context
The Bath Institute of Sustainability and Climate Change integrates physical, social and systems science and engineering at Bath and develops leaders in tackling critical sustainability issues. Our work spans three core themes: • Sustainable Chemical Technologies • Sustainable Systems • Social Transformations The Sustainable Systems theme takes a whole-systems perspective to measuring and embedding sustainability in decision-making, using methods from industrial ecology to understand and reduce the environmental footprints.

Job purpose
To conduct high quality research including securing funding via research grants and/or fellowship applications and building a research group appropriate to the home department.

Main duties and responsibilities	
1	Conduct individual and/or collaborative research projects that result in high impact research relevant to the Sustainable Systems theme. Develop research objectives, projects and proposals. Set standards by scoping

	projects and managing its delivery (e.g. timeline, budget, quality) to fulfil research grant proposals.
2	Publish in high quality peer-reviewed journals appropriate to the discipline.
3	Attract sources of funding either individually or as part of a team.
4	Contribute to the supervision, training and research of graduate students and undergraduate project students and the assessment of student knowledge. Train and support colleagues in developing their research techniques.
5	Develop and sustain an external research profile and reputation and international research links through activities such as: • Overseas research visits • Conference presentations • Conference organisation • Refereeing • Public engagement activities
6	Promote and engage in interdisciplinary research activities.
7	Bring funding into the department through consultancy, exploitation of intellectual property rights, or other knowledge or technology-transfer activities (where appropriate).
8	Disseminate knowledge of research advances to inform the departmental teaching effort.
9	Provide input into wider departmental work and planning.
10	As a member of Research Staff at the University, you will be encouraged to take up a minimum of 10 days' professional development pro rata per year. You should use this time to spend on activities that will benefit your career development and your personal growth. Examples include: attending workshops, career development coaching, mentoring, training courses, participation in networks, attending conferences, writing fellowship or funding applications, and representing the research staff community on committees or working groups. The University, as a signatory to the Concordat for the Career Development of Researchers, is committed to its principles. We aim to provide a supportive and inclusive environment, where researchers' contributions are recognised and valued, and we provide opportunities to enable research staff to develop their full potential.
	You will from time to time be required to undertake other duties of a similar nature as reasonably required by your line manager. You are required to follow all University policies and procedures at all times and take account of University guidance.

Person Specification

Criteria	Essential	Desirable
Qualifications		
Undergraduate degree (e.g. BA, BSc, BEng)	√	
PhD degree in subject area of direct relevance for the project; **or**	√	
Professional/Industrial/Creative Doctorate in subject area of direct relevance for the project (e.g. DBA, MD, EdD, PsyD, EngD, DA); **or**		
Professional qualification (e.g. Chartership) and relevant experience equivalent to that of a PhD; **or**		
Professional experience in relevant discipline equivalent to that of a PhD		
Experience/Knowledge		
Postdoctoral experience in a relevant research field	√	
Established area of independent expertise in research demonstrating a commitment to the highest standards of ethics and integrity in research;	√	
Demonstrated expertise and knowledge in the latest developments in the field of research and in research design	√	
Demonstrated potential to attract research funds	√	
Demonstrated a sustained and auditable research record of outputs and a portfolio of articles published in high quality peer-reviewed journals and/or conference proceedings (or other outputs appropriate to the discipline, e.g. books/book chapters/portfolio of commercially sensitive reports) based on their work.	√	

Record of successful supervision of researchers	√	
Understanding of university research funding mechanisms		√
Engagement with relevant national and international research communities		√
Skills		
Excellent presentation and communication skills (e.g. in publishing and presenting research, training and outreach activities) – both oral and written	√	
An inspiring research supervisor with broad interests across the subject area with effective people management skills	√	
Leadership, organisational and administrative skills	√	
Strong expertise and ability in the preparation of research proposals, conducting individual research work and the dissemination of results and impact	√	
Ability to organise and prioritise own and others' workloads	√	
Ability to write research reports and to effectively disseminate outcomes	√	
High level of proficiency in experimental techniques (as appropriate to discipline)	√	
Proficiency in utilising IT to improve the effectiveness and efficiency of research work (as appropriate to discipline)	√	
Attributes		
Versatile, innovative and developing creative solutions	√	
Commitment to excellence in research, and to providing the highest quality experience for students	√	
Ability to be an effective interdisciplinary team worker	√	
Commitment to safe working practices	√	
Commitment to working within professional and ethical codes of conduct	√	

Commitment to collaborative and interdisciplinary research	√	