

# ACADEMIC PROFILE

## RESEARCH LEVEL 4

### ROLE PURPOSE

To lead research projects and teams

### PRINCIPAL DUTIES

- 1 Construct research projects
- 2 Lead the work of the research team and ensure members work effectively through the provision of training and support.
- 3 Identify possible sources of funding and develop research proposals and bids
- 4 Publish the results of research projects, including through teaching and other means of dissemination.
- 5 Contribute to the overall running and management of the department, school or institute.

ACTIVITIES	EXAMPLES OF ROLE REQUIREMENTS
1 Communication	Disseminate conceptual and complex ideas to a wide variety of audiences using appropriate media and methods to promote understanding.
2 Teamwork and motivation	Provide academic leadership to those working within research areas by for example co-ordinating the work of others to ensure that research projects are delivered effectively and to time or organising the work of a team by agreeing objectives and work plans. Could act as line manager (eg of research teams)* Lead teams within areas of responsibility. Ensure that teams within the department work together. Act to resolve conflicts within and between teams.

<p>3 Liaison and networking</p>	<p>Lead and develop internal networks for example by chairing and participating in Institutional committees.</p> <p>Lead and develop external networks for example with other active researchers and leading thinkers in the field.</p> <p>Develop links with external contacts such as other educational and research bodies, employers, professional bodies and other providers of funding and research initiatives to foster collaboration and generate income.</p>
<p>4 Service delivery</p>	<p>Actively seek research funding and secure it as far as it is reasonably possible.</p> <p>Ensure research projects are designed to meet funders' requirements.</p> <p>Contribute to the management of quality, audit and other external assessments e.g. the Research Assessment Exercise.</p>
<p>5 Decision making P and O</p>	<p>Make decisions regarding the operational aspects of own research programme.</p> <p>Contribute to decisions which have an impact on other related programmes.</p> <p>Provide advice on issues such as ensuring the adequate balance of research projects, appointment of researchers and other performance matters.</p>
<p>6 Planning and organising resources</p>	<p>Contribute to the development of research strategies in the department.</p> <p>Responsible for the delivery of own research programmes.</p> <p>Contribute to the overall management of the department in areas such as budget management and business planning.</p> <p>Be involved in departmental level strategic planning and contribute to the Institution's strategic planning processes.</p> <p>Plan and deliver research, consultancy or similar programmes, ensuring that resources are available and required income levels are achieved.</p>
<p>7 Initiative and problem solving</p>	<p>Review and synthesise the outcomes of research studies.</p> <p>Resolve problems affecting the delivery of research projects within own area and in accordance with regulations.</p> <p>Spotting opportunities for strategic development of new projects or appropriate areas of activity and contributing to the development of such ideas.</p>

8 Analysis and research	<p>Define research objectives and questions.</p> <p>Develop proposals for research projects which will make a significant impact by leading to an increase in knowledge and understanding and the discovery or development of new explanations, insights, concepts or processes.</p> <p>Act as principal investigator on major research projects.</p> <p>Generate new research approaches and identify, adapt, develop and use research methodologies and techniques appropriate to the type of research.</p> <p>Interpret findings obtained from research projects and develop new insights, expanding, refining and testing hypotheses and ideas.</p> <p>Contribute generally to the development of thought and practice in the field.</p>
9 Sensory and physical demands	<p>Sensory and physical demands will vary from relatively light to a high level depending on the discipline and the type of work</p> <p>Carry out tasks that require the learning of certain skills.</p>
10 Work environment	<p>Depending on area of work (e.g. laboratories, workshops, studios) may be expected to take responsibility for conducting risk assessments and reducing hazards.</p>
11 Pastoral care and welfare	<p>Responsible for dealing with referred issues for researchers within own project areas.</p> <p>Provide first line support for colleagues, referring them to sources of further help if required.</p>
12 Team development	<p>Contributing to the development of teams and individuals through the appraisal system and providing advice on personal development.</p> <p>Act as a personal mentor to peers and colleagues.</p>
13 Teaching and learning support	<p>Supervise the work of post graduate students.</p> <p>Could be expected to contribute to teaching programmes.</p>
14 Knowledge and experience	<p>Required to be a nationally recognised authority in the subject area.</p> <p>In-depth understanding of own specialism to enable the development of new knowledge and understanding within the field.</p>