

Research Grade 9

Aston University

Research Role Profile (V3)

Grade 9

ELEMENT	ROLE PROFILE
1. Communication	<ul style="list-style-type: none"> • Deal with routine communication using a range of media. • Routinely communicate complex and conceptual ideas to those with limited knowledge and understanding as well as to peers using high level skills and a range of media • Communicate material of a specialist or highly technical nature, may be required to influence/negotiate with others to achieve the desired outcome • Prepare papers for steering groups and other bodies • Prepare proposals and applications to external bodies, eg for funding and accreditation purposes
2. Teamwork and Motivation	<ul style="list-style-type: none"> • Agree responsibilities. • Manage own research and administrative activities • Develop productive working relationships with other members of staff • Take lead responsibility for a small research project or identified parts of a large project co-ordinating the work of others • Attend and contribute to relevant meetings • Supervise the work of others (if appropriate). • Collaborate with colleagues on areas of shared interest.
3. Liaison and networking	<ul style="list-style-type: none"> • Liaise with colleagues • 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 ideas. • Participate in and develop external networks to identify potential sources of funding, generate income or build relationships for future activities
4. Service Delivery	<ul style="list-style-type: none"> • Input into setting the standards of the immediate service being delivered and proactively gain feedback from users to inform these • Deal effectively with requests for information, referring them to others if appropriate • Provide information and data in line with agreed research objectives and proposals
5. Decision Making Processes and Outcomes	<ul style="list-style-type: none"> • Assess, interpret and evaluate outcomes of research • Decide on research programmes, techniques and methodologies, often in collaboration with colleagues and sometimes subject to the approval of the head of research programmes on fundamental issues • Collaborate with colleagues on decisions affecting the work of the team
6. Planning and organising resources	<ul style="list-style-type: none"> • Balance the competing pressures of research and administrative demands and deadlines • Plan, co-ordinate and implement research programmes • Manage or monitor research budgets • Plan and manage own research activities • Contribute to the planning and implementation of research, and/or commercial activities • Manage the use of research resources and ensure that effective

	use is made of them
7. Initiative and problem-solving	<ul style="list-style-type: none"> • Resolve problems of meeting research objectives and deadlines • Develop new concepts and ideas to extend intellectual understanding • Develop ideas for generating income and promoting research area • 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
8. Analysis and Research	<ul style="list-style-type: none"> • Develop research objectives, projects and proposals • Conduct individual and collaborative research projects • Identify sources of funding and secure funds (in collaboration with others where appropriate). • Write up research work for publication • Make presentations at conferences or exhibit work in other appropriate events • Translate knowledge of advances in the subject area into research activity • Gather and manipulate data and information, interpreting the results for use by self and others.
9. Sensory and physical 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 and will involve carrying out tasks that require the learning of certain skills.
10. 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. • Depending on area of work and level of training received, conduct risk assessment and take responsibility for the health and safety of others
11. Pastoral Care and Welfare	<ul style="list-style-type: none"> • Deal with standard problems and help colleagues resolve their concerns. • Will be sensitive to and considerate of staff and student's pastoral/welfare needs. This may include dealing with signs of distress, referring individuals to the appropriate party where further advice is necessary.
12. Team Development	<ul style="list-style-type: none"> • Advise and support colleagues with less experience and advise on personal development. • Coach and support colleagues in developing their research techniques • Depending on the area of work, may supervise the work of others, for example in research teams or projects
13. Teaching and Learning Support	<ul style="list-style-type: none"> • Contribute to the teaching and learning programmes in the School • Contribute to the supervision of postgraduate students • Contribute to the assessment of student knowledge
14. Knowledge and Experience	<ul style="list-style-type: none"> • Possess sufficient breadth or depth of specialist knowledge in the discipline, and of research methods and techniques to develop research programmes and methodologies • Be recognised internally as an authority in the subject area • Engage in continuous professional development • Understand equal opportunity issues as they may impact on areas of research content

