

## THE POST

<b>College/Service:</b>	College of Life and Environmental Sciences ( <a href="http://lifesciences.exeter.ac.uk">http://lifesciences.exeter.ac.uk</a> )
<b>Post:</b>	Postdoctoral Research Associate/ Postdoctoral Research Fellow
<b>Reference No:</b>	P58889
<b>Grade:</b>	E/F
<b>Reporting To:</b>	Jeremy Field

The above full-time post is available from 1 January 2018 to 31<sup>st</sup> December 2020 for 3 years in the Centre for Ecology & Conservation in the College of Life and Environmental Sciences.

### Job Description

We seek a Postdoctoral Researcher to work with Professor Jeremy Field ([http://biosciences.exeter.ac.uk/cec/staff/index.php?web\\_id=Jeremy\\_Field](http://biosciences.exeter.ac.uk/cec/staff/index.php?web_id=Jeremy_Field)) on an ERC-funded project using field experiments in combination with transcriptomics to investigate the evolution of queen-worker caste differences and social behaviour in sweat bees (Halictidae: *Lasioglossum*, *Halictus*). A 4<sup>th</sup> year of funding may be available, depending on the needs of the project.

### Main purpose of the job:

The postholder will be responsible for carrying out field transplants, behavioural observations and experiments, together with transcriptomic work relating behaviour to gene expression (see Field et al. 2010 *Current Biology* 20:2028-31 for an example of our behavioural work). Some of the fieldwork will be close to the university, but the postholder will also have the opportunity to spend significant periods of time at other sites in the UK and possibly elsewhere in Europe. They will help to manage the work of a technician also employed on the project, as well as field/lab assistants. While the postholder is expected to already possess some of the skills required for the work, they will be able to obtain training and advice in areas where they lack experience.

### Postdoctoral Research Associate

#### **Main duties and accountabilities:**

To undertake research as appropriate to the field of study including:

- Writing up research work for publication;
- Developing research objectives and proposals for own or joint research;
- Making presentations at national and international conferences and similar events;
- Dealing with problems which may affect the achievement of research objectives and deadlines;
- Analysing and interpreting the results of own research and generating original ideas based on outcomes;
- Using new research techniques and methods;
- Using initiative and creativity to identify areas for research, developing new research methods and extending the research portfolio;
- Using creativity to analyse and interpret research data and draw conclusions on the outcomes.

2. To contribute to teaching and to be involved in the assessment of student knowledge including assisting in the supervision of student projects and in the development of student research skills.
3. To work in collaboration with colleagues as appropriate to the field of study including:
  - Contributing to collaborative decision making within the research group;
  - Contributing to the production of collaborative research reports and publications.
  - Preparing papers and presenting information on research progress and outcomes to bodies supervising research, e.g. steering groups.
4. To communicate complex information, orally, in writing and electronically.
5. To prepare proposals and applications to external bodies, e.g. for funding and contractual purposes
6. To contribute to the planning of research projects.
7. To use research resources, laboratories and workshops as appropriate and to take responsibility for conducting risk assessments, reducing hazards and for the health and safety of others.
8. To monitor research budgets as appropriate.
9. To engage in continuous professional development and to be responsible for continually updating knowledge and understanding in field of study or specialism and for developing skills.

This job description summarises the main duties and accountabilities of the post and is not comprehensive: the post-holder may be required to undertake other duties of similar level and responsibility. Please visit the Human Resources website to view the Research Fellow role profiles.

**Person Specification (Research Associate Level)**

<b>Competency</b>	<b>Essential</b>	<b>Desirable</b>
Attainments/Qualifications	PhD or equivalent in a related field of study.	
Skills and Understanding	Sufficient knowledge in the discipline and of research methods and techniques to work within established research programmes.	Evidence of research activity and published research.
Prior Experience	Experience of conducting risk assessments and understanding of health and safety legislation	Experience of undergraduate teaching
	<p>Excellent written and verbal communication skills.</p> <p>Able to communicate material of a specialist or highly technical nature.</p> <p>Able to manage research and administrative activities and to balance the competing pressures of research and administrative demands and deadlines.</p> <p>Able to liaise with colleagues and students.</p> <p>Able to build contacts and participate in internal and external networks for the exchange of information and collaboration.</p>	

	<p>Able to identify potential sources of funding.</p> <p>Actively participate as a member of a research team</p> <p>Engage in continuous professional development.</p> <p>Understand equal opportunity issues as they may impact on areas of research content</p>	
<b>Circumstances</b>	<p>Ability to work flexibly to achieve project demands e.g. :</p> <ul style="list-style-type: none"> <li>- spend periods of 1-2+ months sharing accommodation with other members of the research group during fieldwork</li> <li>- work at weekends as required during fieldwork</li> </ul> <p>Physical fitness level suitable for carrying out fieldwork</p> <p>Vision suitable for work with small insects and for differentiating colour-marks on individual insects (the post would not be suitable for someone who is colour-blind)</p> <p>Possession of a full driving licence</p> <p>Ability to start working in the role by 1 January 2018</p>	<p>Experience in areas such as:</p> <ul style="list-style-type: none"> <li>- transcriptomics</li> <li>- fieldwork with insects</li> <li>- animal social systems, especially insects</li> </ul> <p>Experience of managing others</p>

### **Postdoctoral Research Fellow**

#### **Main duties and accountabilities:**

1. To undertake research as appropriate to the field of study including:
  - Acting as principal investigator on research projects;
  - Developing research objectives, projects and proposals;
  - Conducting individual or collaborative research projects;
  - Identifying sources of funding and contributing to the process of securing funds;
  - Extending, transforming and applying knowledge acquired from scholarship to research and appropriate external activities;
  - Writing or contributing to publications or disseminating research findings using media appropriate to the discipline;
  - Making presentations at conferences or exhibiting work in other appropriate events;
  - Assessing, interpreting and evaluating outcomes of research;
  - Developing new concepts and ideas to extend intellectual understanding;
  - Resolving problems of meeting research objectives and deadlines;
  - Developing ideas for generating income and promoting research area;
  - Developing ideas for application of research outcomes;
  - Deciding on research programmes and methodologies, often in collaboration with colleagues and sometimes subject to the approval of the head of the research programme on fundamental issues.

2. To contribute to teaching and learning programmes in the School and to supervise postgraduate research students.
3. To act as research team leader including:
  - Mentoring colleagues with less experience and advising on their professional development;
  - Coaching and supporting colleagues in developing their research techniques;
  - Supervising the work of others, for example in research teams or projects;
  - Developing productive working relationships with other members of staff;
  - Co-ordinating the work of colleagues to ensure equitable access to resources and facilities;
  - Dealing with standard problems and help colleagues to resolve their concerns about progress in research.
4. To routinely communicate complex and conceptual ideas to those with limited knowledge as well as to peers using high level skills and a range of media and to present the results of scientific research to sponsors and at conferences.
5. To plan, co-ordinate and implement research programmes including:
  - Managing the use of research resources and ensure that effective use is made of them;
  - Managing research budgets;
  - Helping to plan and implement commercial and consultancy activities;
  - Planning and managing own consultancy assignments.

This job description summarises the main duties and accountabilities of the post and is not comprehensive: the post-holder may be required to undertake other duties of similar level and responsibility. Please visit the Human Resources website to view the Research Fellow role profiles.

#### **Person Specification (Research Fellow Level)**

<b>Competency</b>	<b>Essential</b>	<b>Desirable</b>
Attainments/Qualifications	Be a nationally recognised authority in the subject area.  PhD or equivalent in a related field of study.	
Skills and Understanding	Possess sufficient specialist knowledge in the discipline to develop research programmes and methodologies.  Record of research output in nationally recognised publications.	
Prior Experience	Experience of teaching at undergraduate level.  Experience of managing research projects and research teams.  Successful in obtaining grant funding.	Experience of postgraduate teaching and supervision.  Experience of acting as principal investigator on research projects.
Behavioural Characteristics	Excellent written and verbal communication skills.  Able to communicate complex and conceptual ideas to a range of groups.  Evidence of the ability to collaborate actively within the Institution and externally to	

	<p>complete research projects and advance thinking.</p> <p>Able to participate in and develop external networks.</p> <p>Able to identify sources of funding, generate income, obtain consultancy projects, or build relationships for future activities.</p> <p>Able to balance the pressures of research, administrative demands and competing deadlines.</p>	
<b>Circumstances</b>	<p>Ability to work flexibly to achieve project demands e.g.:</p> <ul style="list-style-type: none"> <li>- spend periods of 1-2+ months within April-September sharing accommodation with other members of the research group during fieldwork</li> <li>- work at weekends as required during weather-dependent fieldwork</li> </ul> <p>Physical fitness level suitable for carrying out fieldwork e.g. embedding buckets of soil at field sites</p> <p>Vision suitable for work with small insects and for differentiating colour-marks on individual insects (the post would not be suitable for someone who is colour-blind)</p> <p>Possession of a full driving licence</p> <p>Ability to start working in the role by 1 January 2018</p>	<p>Experience in areas such as:</p> <ul style="list-style-type: none"> <li>- transcriptomics</li> <li>- fieldwork with insects</li> <li>- animal social systems, especially insects</li> </ul> <p>Experience of managing others</p>

**Terms & Conditions**

Our Terms and Conditions of Employment can be viewed [here](#).

**Further Information**

Please see our [website](#) for further information on working at the University of Exeter.