

Research Grade 8

Aston University

Research Role Profile (V4)

Grade 8

ELEMENT	ROLE PROFILE
1. Communication	<ul style="list-style-type: none"> • Deal with routine communication using a range of standard media • Communicate complex information, orally, in writing and electronically. • Communicate material of a specialist or highly technical nature, may be required to influence/negotiate with others to achieve the desired outcome • Present information on research progress and outcomes to bodies supervising research, e.g. steering groups • 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, with guidance if required. • Actively collaborate as a member of a research team • Attend and contribute to relevant meetings • Collaborate with academic colleagues on areas of shared research interests
3. Liaison and networking	<ul style="list-style-type: none"> • Liaise with research colleagues and support staff on routine matters • 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
4. Service Delivery	<ul style="list-style-type: none"> • 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"> • Use new research techniques and methods • Contribute to collaborative decision making with colleagues on areas of research • Contribute to decisions affecting the work of the team
6. Planning and organising resources	<ul style="list-style-type: none"> • Balance (with help where appropriate) the competing pressures of research and administrative demands and deadlines. • Plan and manage own day-to-day research activity within the framework of the agreed programme • Contribute to the planning of research projects • Use research resources, laboratories and workshops as appropriate
7. Initiative and problem-solving	<ul style="list-style-type: none"> • Use initiative and creativity and judgement in applying appropriate approaches to research activities • Use creativity to analyse and interpret research data and draw conclusions on the outcomes • Deal with problems which may affect the achievement of research objectives
8. Analysis and Research	<ul style="list-style-type: none"> • Develop research objectives and proposals for own or joint research, with the assistance of a mentor if required

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	<ul style="list-style-type: none"> • Conduct individual and collaborative research projects • Write up research work for publication • 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.
11. Pastoral Care and Welfare	<ul style="list-style-type: none"> • Be sensitive to and considerate of staff and student's pastoral/welfare needs. This may include dealing with signs of distress. • Refer individuals to the appropriate party should further advice be necessary.
12. Team Development	<ul style="list-style-type: none"> • Assist (formally or informally) with the induction of new staff, advising on procedures where appropriate. • Give advice, guidance, coaching and feedback to research staff and research students where appropriate
13. Teaching and Learning Support	<ul style="list-style-type: none"> • May be involved in the assessment of student knowledge and the supervision of student projects • May be required to assist in the development of student research skills • May be required to impart information to staff and/or students outside their own team and provide courses in a specific subject area, which may involve assessment of learning.
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 work within established research programmes • Engage in continuous professional development • Understand equal opportunity issues as they may impact on areas of research content