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Responsible to:	Head of research group, or principal investigator
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Responsible for:	Not applicable
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Job Summary and Purpose:
To undertake research in accordance with the specified research project(s) under the supervision of the principal investigator.

Main Responsibilities/Activities
<ul style="list-style-type: none">• To undertake a range of research activities within a specified research area, assuming responsibility for specific areas of projects and making use of new research techniques and methods, in consultation with the research award holder or supervisor. This may include fieldwork, interviews, laboratory experimentation, critical evaluation and interpretation, computer-based data analysis and evaluation or library research.• Using initiative and creativity to identify areas for research develop new research methods and extend the research portfolio. Analysing and interpreting results of own research. Write up results and prepare papers for submission to appropriate journals and conferences, and other outputs as required and/or appropriate. Attend appropriate conferences for the purpose of disseminating research results of personal development. The post holder may also contribute to writing bids for research grants and will contribute to collaborative decision making with colleagues in areas of research.• Continually to update knowledge and develop skills and translate knowledge of advances in the area into research activity.• To plan and manage own research activity in collaboration with others. To carry out administrative tasks associated with specified research funding, for example risk assessment of research activities, organisation of project meetings and documentation. Implementation of procedures required to ensure accurate and timely formal reporting and financial control.• To contribute to teaching in the Faculty by carrying out student supervision and/or demonstrating within the post holder's area of expertise and under the direct guidance of a member of departmental academic staff, as appropriate.• The post holder may occasionally be required to supervise more junior research staff.



Person Specification

The post holder must have:

- A doctoral degree in a relevant discipline (although individuals who have almost completed a doctoral degree may be appointed). Consideration may also be given to individuals who do not hold a doctoral degree but have required skills based on a number of years experience in specified / relevant fields.
- The post holder will have authority over some aspects of project work and must be capable of providing academic judgement, offering original and creative thoughts and be able to interpret and analyse results.

Relationships and Contacts

Direct responsibility to the principal investigator or academic supervisor. The post holder may be asked to serve on a relevant Faculty committee. There may be additional reporting and liaison responsibilities to external funding bodies or sponsors. The post holder may work on original research tasks with colleagues in other institutions.

Special Requirements

To be available to participate in fieldwork as required by the specified research project

All staff are expected to:

- Positively support equality of opportunity and equity of treatment to colleagues and students in accordance with the University of Surrey Equal Opportunities policy.
- Help maintain a safe working environment by:
 - Attending training in Health and Safety requirements as necessary, both on appointment and as changes in duties and techniques demand
 - Following local codes of safe working practices and the University of Surrey Health and Safety Policy
- Undertake such other duties within the scope of the post as may be requested by your Manager.

Addendum	
<p>This document provides additional information relating to both specific aspects of the post/faculty and any post specific person specification criteria. The information contained within this document should always be read in conjunction with the accompanying generic Role Profile.</p>	
Job Title:	Postdoctoral research fellow/associate
<u>Background Information/Relationships</u>	
<p>This position is funded by NIHR full-time for 2 years, with a desired start date of 1st July 2024 or as soon as possible thereafter. An office at the University of Surrey in Guildford is available, and we offer hybrid working. Residence in the UK and the right to work in the UK is required.</p> <p>The successful candidate will be part of a multiple university team of academics from across multiple universities lead by the University of Leicester, including University College London, University of Glasgow, University of Oxford and the University of Surrey. The project addresses the question: In which contexts and why are staff from minoritised ethnic groups more likely to leave or stay within the NHS workforce post-pandemic compared to white British groups?</p> <p>We aim to improve retention of NHS staff from ethnic minority groups and/or who have migrated to the UK (“minoritised groups”) by improving our understanding of how and why NHS policies and practices lead to attrition/retention in these groups and developing with NHS policy makers, staff and patients, a suite of theory-informed retention interventions.</p> <p>Our research project will use access to all NHS staff records to analyse the risk of different ethnic and gender groups in all occupations and trusts leaving the NHS.</p>	
Person Specification	
<p>This section describes the sum total of knowledge, experience & competence required by the post holder that is necessary for standard acceptable performance in carrying out this role. This is in addition to the criteria contained within the accompanying generic Role Profile.</p>	
	Essential/ Desirable
PhD related to economics, business, management, sociology, or psychology completed or near to completion.	D
Familiarity with the UK NHS health workforce data	D
Quantitative research skills (ability to handle efficiently large datasets; econometric skills e.g., regression and risk analysis; confirmatory factor analysis)	E
Working or published academic papers in high quality journals	D
Able to work with a high degree of autonomy	E
Excellent spoken and written English	E
Proficiency in STATA (software)	E
Be able to demonstrate awareness of data security	D



Key Responsibilities

This document is not designed to be a list of all tasks undertaken but an outline record of any faculty/post specific responsibilities (5 to 8 maximum). This should be read in conjunction with those contained within the accompanying generic Role Profile.

1. Access the provided data sources to inform the project.
2. Store, organise, recode the data required.
3. Work with the lead academics on an analytical strategy to achieve the stated project aims.
4. Execute econometric analyses as required by analytical strategy
5. Collaborate on producing high-quality publications targeting top management journals, e.g., the Journal of Management or Academy of Management Journal.
6. Assist with the organisation of progress reports for stakeholder and patient involvement groups.
7. Present research findings to diverse audiences, including attending national and international conferences, as needed.

N.B. The above list is not exhaustive