

Research Role Profile

Job Title:	Research Fellow A
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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
<p>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.</p> <p>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.</p> <p>Continually to update knowledge and develop skills, and translate knowledge of advances in the area into research activity.</p> <p>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.</p> <p>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.</p> <p>The post holder may occasionally be required to supervise more junior research staff.</p>

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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.

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Addendum

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.

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Background Information/Relationships

(Note: the following is a summary of the project. **The full proposal is available on request** to Nigel Gilbert, n.gilbert@surrey.ac.uk)

The project is funded by the Economic and Social Research Council (ESRC) from 1st October 2019 for 18 months. The aim of the project is to identify institutional and organisational arrangements at the regional level that tend to lead to the 'good' management of policy trade-offs associated with increasing productivity, and to make recommendations based on this.

These trade-offs are between productivity growth, inclusivity and sustainability. They arise because authorities have limited resources and have to prioritise: policies to maximise productivity may not maximise inclusivity or sustainability, policies to maximise inclusivity may not maximise sustainability and so on. Trade-off management is 'good' when it reduces the need for compromise between the three objectives, or to the extent that compromise is necessary, when it helps regional policy makers achieve their priorities.

The project aims to answer the following research questions:

1. What kinds of relevant institutional and organisational arrangements exist across the UK regions? How do the regional economies compare?
2. What kinds of trade-offs do these organisations consider important and how do they manage them?
3. What trade-offs between productivity growth, inclusivity and sustainability are actually achieved?
4. Which regional institutional and organisational arrangements, now or in the past, have tended to produce 'good' management of these trade-offs? Are there better practices in mainland Europe?

To answer these involves a five stage process:

Stage 1 (scoping): we will capture the state of the art on what explains differentials in productivity, interview and hold two workshops for key stakeholders to refine the research agenda, engage with a wider stakeholder group, and develop a typology of UK regions based on their economies, their institutional and organisational arrangements, and the outcomes over time. We will use this to identify eight regions for in depth comparison.

Stage 2 (secondary data analysis): we will profile all UK regions using measures of productivity, jobs and other economic, social, and environmental targets and examine influences on productivity growth. We will also analyse local industrial and economic strategies, including performance targets.

Stages 3 and 4 involve the collection and analysis of quantitative and qualitative data. The quantitative analysis - of all UK regions - will focus on the impact of governance

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structures, mechanisms and practices on variables associated with the three outcomes, using approaches that allow for so called “treatment” effects, and to distinguish correlation from causation. The qualitative analysis - of the 8 regions - will include formal analysis of strategic statements, networks, and the functions carried out within these networks, as well as interviews. We will identify what trade-offs are actually achieved and use formal analysis to tease out how institutional arrangements have affected these and the strategic choices – and what might make a difference in the future. We will supplement this with insights from an analysis of overseas regions and historical cases.

Stage 5 involves drawing together the findings of the previous stages, discussing this with key stakeholders, developing a set of recommendations with them, and communicating with a wider stakeholder group.

The project has seven Investigators (Professor Nigel Gilbert, Principal Investigator, University of Surrey, Guildford), Dr Helen Tilley (Cardiff), Professor Simon Collinson and Dr Charlotte Hoole (Birmingham), Professor Nigel Driffield and Dr Guus Hendriks (Warwick), and Charles Seaford (DEMOS) and three post-doctoral researchers, one being this post.

The full-time post is available immediately and continues until 31 March 2021, with the possibility of extension. It will be based in Guildford but remote working will be possible, and will be required until the University re-opens. Candidates must be British citizens or have leave to work in the UK.

The post holder will become a member of the Centre for the Evaluation of Complexity Across the Nexus (CECAN) <http://www.cecan.ac.uk/> and the Surrey Department of Sociology.

Person Specification

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.

	Essential/ Desirable
A PhD in sociology, political science, business or a related area	E
Ability to communicate effectively with a wide range of potential stakeholders, from government, local government, business, NGOs, and community groups	E
An interest in, and preferably some experience of, UK public policy, especially in relation to productivity	D
Knowledge and experience of methods of documentary analysis	D
Knowledge and experience of methods of social network analysis	D
Knowledge and experience of Qualitative Comparative Analysis (QCA)	D
Experience of scholarly publication	E
Ability to work within a multidisciplinary, multi-site team	E

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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.

The Research Fellow will play a major part in the project activities, especially in the qualitative part of the research, helping to collect and categorise data about regional strategies, identify, map and contact stakeholders, analyse the data, and write reports, briefings, and academic papers. More specifically, the post holder will:

1. Contribute to reports on current understanding of the factors that affect regional differences in productivity.
2. Collect documents describing local industrial and economic strategies.
3. Analyse the strategies set out in these documents using qualitative data analysis software for common themes and narrative structures.
4. Gather data on stakeholders in each region and carry out a social network analysis of their inter-connections.
5. Participate in interviewing selected stakeholders.
6. Drawing on all the evidence gathered by the project, design and carry out a Qualitative Comparative Analysis (QCA) of the regions to help explain the differences in the strategic trade offs between regions.

The Research Fellow will also be expected to:

7. Prepare academic publications related to the work.
8. Contribute to the development of research proposals stemming from the project.
9. Contribute generally to the academic life of the Centre.

N.B. The above list is not exhaustive.