

# Research Associate - Atomic Clock

Department	Physics ( <a href="http://www.strath.ac.uk/science/physics/">www.strath.ac.uk/science/physics/</a> )		
Faculty	Faculty of Science ( <a href="http://www.strath.ac.uk/science/">www.strath.ac.uk/science/</a> )		
Staff Category	Research	Reference No	577520
Reports To	Dr Paul Griffin and Head of Department	Grade:	7
Salary Range:	£35308 - £43155	Contract Type:	Fixed Term (24 months) with possibility of extension
FTE	1 (35 hours/week)	Closing Date	05/01/2024

## Job Advert

A position is available for a postdoctoral researcher to join the Two-Photon Rubidium Optical Clock project, part of the Experimental Quantum Optics & Photonics Group within the Department of Physics, University of Strathclyde.

**About the Role:** You will make leading contributions to an experimental project to advance the state of the art of ultra-compact thermal atomic clocks. The project is part of a multi-partner collaboration, *Chip-scale Atomic Systems for a Quantum Navigator*, funded by an EPSRC Programme Grant. The successful candidate will contribute to the composition of research publications and presentations and will assist with managing the project.

**About You:** You will have a PhD in experimental atomic or laser physics, or a related discipline. You will have experience with precision measurement and a broad knowledge of current research in the field of atomic physics and quantum technologies, or related areas. You will be familiar with techniques used for atomic physics, including laser stabilisation, spectroscopy, computer control, and data analysis. You will have developed experimental research skills, excellent verbal and written communication skills, and show a creative approach to solving problems. You will be flexible in your approach, possess strong team working skills, and conduct the role with a high level of personal responsibility and initiative.

**About Us:** The University of Strathclyde is a leading international technological university focused on delivering excellent teaching and world-class research and known for forging strong collaborative links with industry, government, business and the third sector. Challenging conventional wisdom has been fundamental to the University's ethos for over 200 years. Today our research activity continues to be of central importance in everything we do – informing our teaching and enabling us to translate outcomes for the benefit of business, industry and society as a whole. We are continually advancing the intensity, quality and international competitiveness of our research.

The Department of Physics has an international reputation for teaching and research. Our strong international research profile is supported by excellent mechanical and electronic engineering facilities that are key to continued performance at the highest levels of research. The advertised post particularly supports our high-profile activity in Quantum Technology, where we are involved widely in national and international research collaborations.

### More Info:

The successful candidate will join the Experimental Quantum Optics and Photonics (EQOP) group within Department of Physics at the University of Strathclyde. The EQOP group, with over 40 researchers, is notably active in experimental atomic systems and in knowledge transfer to industry. The project, under the supervision of Dr Paul Griffin and Prof Erling Riis, seeks to advance the state of the art of atomic clocks and development of ultra-compact integrated atomic-photonics sensors. The role will offer opportunities in initiating and delivering collaborative projects with academic, and supervision and mentoring of PhD students within the EQOP group.

Candidates will have a PhD (or close to completion) in experimental atomic physics, laser physics, or have equivalent experience. The role will require working within collaborations involving physicists and engineers, and therefore applicants should have the ability to communicate and exchange ideas at all levels. Technical knowledge of spectroscopy, lasers, and data analysis will be of advantage. An ability to prepare scientific publications and present research outcomes at local, national and international research meetings is expected.

The University is recognised as being people-oriented, and you will receive ‘on-the-job’ training, and be eligible to subscribe to a variety of schemes associated with being an employee of the University including: a world-class Sport Centre; family friendly policies; and various additional incentives including a Cycle Scheme. The University also has on-site childcare and parking for which you can apply.

**Potential applicants are strongly encouraged to contact Dr Paul Griffin ([paul.griffin@strath.ac.uk](mailto:paul.griffin@strath.ac.uk)) and discuss details of the project prior to submitting an application.**

## Job Description

### Brief Outline of Job:

To support a high-quality research programme, including laboratory research and numerical modelling; to disseminate research results via publications in peer reviewed journals; where appropriate, to support management a research team (Masters and PhD students); to engage as appropriate in relevant professional development and knowledge exchange activities; and to carry out administrative tasks assigned by the Head of Department/School.

### Main Activities/Responsibilities:

1.	To carry out a programme of research under the supervision and in collaboration with the academic leads and the atomic clock team
2.	To contribute to the development of precision measurements for atomic frequency and timing.
3.	To document research outputs including maintaining records and databases as appropriate and contribute to the drafting of reports, papers, and research presentations
4.	To interact effectively with members of the research team, including academic collaborators.
5.	To participate in regular meetings with the project supervisors at which the direction of the research will be reviewed and planned.
6.	To engage with partners of the Chip-scale Atomic Systems for a Quantum Navigator collaboration in a productive manner, including exchange visits to collaborators connected with the project.
7.	Where appropriate, to support in supervising student projects, provide advice to students and contribute to teaching as required by, for example, running tutorials and supervising practical work.
8.	Contribute, as appropriate, to outreach and recruitment activities
9.	To engage in professional development opportunities, such as skills workshops, early-career researcher networking opportunities, and discussing/scheduling these with principle investigator input.
10.	To contribute to fostering a collegial working environment which is inclusive and welcoming and where everyone is treated fairly with dignity and respect.

## Person Specification

### Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1 Good honours degree and PhD (or expected imminently, or equivalent professional experience) in experimental atomic physics or a closely related discipline.

### Experience

E2 Sufficient experience in experimental atomic physics to contribute to the development of research activities.

- 
- E3 Technical experience of laser systems, electronics, and/or electro-optics.
- 
- E4 Developing ability to conduct individual research work, as evidenced by dissemination of results at conferences or in publications.
- 
- D1 Experience of relevant modelling of experiments using a range of software packages, such as Python, MATLAB, or Mathematica.
- 
- D2 Relevant experience of student supervision or project management.
- 
- D3 Experience of collaboration or knowledge exchange.
- 

### **Job Related Skills and Achievements**

- 
- E5 Relevant practical experience of working in atomic physics and/or experimental laboratories.
- 
- E6 Experience with data collection, curation, and analysis.
- 
- E7 Ability to plan and organise own workload effectively.
- 
- E8 Demonstrable ability to work cooperatively as part of a team.
- 
- D4 Ability to learn and adapt to new techniques and equipment.
- 
- D5 Experience in preparation of peer-reviewed papers and/or presentation of results at international conferences.
- 

### **Personal Attributes**

- 
- E9 Strong interpersonal and communication skills, with the ability to listen and engage with a range of stakeholders including academics, researchers, students, and support staff.
- 
- E10 Ability to present complex information in an accessible way to a range of audiences.
- 
- E11 Demonstrated ability to work independently in addition to working as part of a team
- 
- D6 Willingness to develop as a researcher and to use this research opportunity to grow your existing skill set. The mutual benefit will be the successful completion of the project.
- 
- D7 A professional approach to remit and responsibilities.
- 
- D8 The ability to contribute ideas for the improvement and development of the wider research group.
- 

## **Application Procedure**

Applicants are required to complete an application form including the name of three referees who will be contacted without further permission, unless you indicate that you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

## **Other Information**

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Dr Paul Griffin, Senior Lecturer ([paul.griffin@strath.ac.uk](mailto:paul.griffin@strath.ac.uk)).

### **Conditions of Employment**

Conditions of employment relating to the Research staff category can be found at: [Conditions of Employment](#).

### **Rewards and Benefits**

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

### **Probation**

Where applicable, the successful applicant will be required to serve a 9 month probationary period.

## Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

## Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the Relocation Policy.

## Interviews

Formal interviews for this post will be held in January 2024.

## Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our equality, diversity and inclusion charters, initiatives, groups and networks.

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, and disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

## University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.



# Conditions of Employment

## Research Staff

### 1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, the Privy Council. Staff are also expected to familiarise themselves with, and adhere to, general University policies and procedures, as published on University web pages.

The University Court recognises Strathclyde Universities and College Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Research Staff. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member of staff's letter of appointment and any accompanying papers.

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at [www.strath.ac.uk/publicinterestdisclosure](http://www.strath.ac.uk/publicinterestdisclosure). Other relevant policies, e.g. Fraud Prevention and Conflicts of Interests, can also be found on the University's website.

Any member of staff may at any time be exposed to commercially sensitive information, information related to potentially valuable intellectual property or information which may otherwise be of a confidential nature. This information, which could be found anywhere in the University, may be written or disclosed orally, can include information of a commercial or technical nature, and may be owned by the University or by third parties. The University requires all employees to keep any such information confidential in the first instance and not disclose, publish or otherwise disseminate it without prior consent of the University. Such confidentiality obligations are commonplace and in the commercial interests of the University. When in doubt advice should always be sought from Research and Knowledge Exchange Services prior to disclosure.

The University operates probationary periods for new staff, the duration of which will be specified in individual letters of appointment. The normal probation period for posts in this staff category is 9 months for those at grades 6 and 7, and 12 months for grades 8 and above. Further guidance on probationary procedures is published at <http://www.strath.ac.uk/staff/policies/hr/>.

Further guidance on probationary procedures is published at [www.strath.ac.uk/hr](http://www.strath.ac.uk/hr).

Further information on the terms and conditions specified in this document and other staffing policies and procedures can also be found at [www.strath.ac.uk/hr](http://www.strath.ac.uk/hr).

### 2. SALARY

Appointments are made at an appropriate salary point on the University's grading structure, with initial placing determined according to qualifications and experience. Increments are paid to staff on the 12 month anniversary of their appointment. Where this is not the first of the month, the increment will be paid on the first of the month directly

after the 12 month anniversary. This allows 1 progression to the next point on the salary scale until the top guaranteed point of the scale is reached.

Salaries are paid directly to staff members nominated bank account, normally on the second last working day of the month.

### 3. HOURS OF WORK

Working time is that required to fulfil the duties of the post. The University Court recognises that research staff carry out these duties in a variety of ways appropriate to the nature of the research activity, but expects regular contact to take place between the research staff employee and the supervisor/granholder (where these positions are occupied by different individuals) during normal working hours on week days. There are exceptions to this pattern which may involve contact at other locations or in the evenings, or at weekends, but these arrangement will be made with the agreement of the member of staff concerned.

Duties may, by arrangement with Head of Department/School/Director, include some teaching associated with the post (up to a maximum of 40 hours per semester) for which no additional payment will be made.

Additional work which does not fall within the scope of that described above may by arrangement attract payment which must be authorised and processed through the payroll.

### 4. HOLIDAYS

Annual leave entitlement is 31 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, holidays will be calculated on a pro-rata basis.

In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. **These additional days count against the annual leave entitlement.**

For staff members working on a part-time basis, public holiday entitlement will be calculated on a pro-rata basis.

Annual leave and public holiday entitlements should be taken in the leave year to which they relate. Up to five days leave can be carried forward into the new leave year subject to line management agreement. In exceptional circumstances, Heads of Department/School/Director may approve carry forward of accrued annual leave in excess of five days.

The University's expectation is that staff take all accrued holidays prior to their termination date. If staff have exceeded their entitlement the University will deduct an equivalent number of days pay from final salary payments.

## 5. SICKNESS ABSENCE

During any period of absence through illness or injury provided the appropriate notification and certification procedures have been followed the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

<b>Period of Continuous Employment at start of absence from work</b>	<b>Full Pay</b>	<b>Half Pay</b>
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Work and Pensions. For full details on the general University policy in this area please refer to the Sickness Absence Management Policy at [www.strath.ac.uk/staff/policies/hr](http://www.strath.ac.uk/staff/policies/hr).

## 6. PENSIONS

If you are under age 75 at the date your appointment commences you will automatically become a member of the pension scheme operated by the University — the Universities Superannuation Scheme (USS). You will be admitted to the career revalued benefits scheme called the USS Retirement Income Builder; the contribution rate that currently applies is 9.8% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. The current threshold from 1 April 2023 is £41,004 per year. Contributions based on salary above the monthly equivalent rate of the threshold are paid to the defined contribution section of the scheme called the USS Investment Builder. Please use the following link to access information, including the USS Member Guide: <https://www.uss.co.uk/for-members/youre-a-new-joiner>. The scheme booklet is called 'Your Guide to the Universities Superannuation Scheme'.

The University operates a salary exchange arrangement, Pensions Plus, for members of the USS. Pensions Plus enables pension contributions to be made in a manner so that both employees and the University can benefit from available National Insurance Contribution savings. You will be automatically included in Pensions Plus, provided it does not adversely affect your take-home pay or your ability to claim certain state benefits. If your earnings fall below the Pension Plus pay protection limit you will be opted out of Pension Plus. This will not affect your membership of the USS.

New members of staff may opt out of USS within three months of taking up appointment and will then be treated as if they had never been a member of the scheme. After three months members of staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section, Finance, in the first instance ([pensions@strath.ac.uk](mailto:pensions@strath.ac.uk)). Please note that if you are a member of Pensions Plus and withdraw from USS with less than two years of membership, or cease employment with the University and have less than two years of USS membership, the option of a refund of pension contributions will not be available to you. Instead, USS must provide you with a pension benefit that is payable from your Normal Pension Age. Regardless of whether you participate in Pensions Plus, if you are a member of the pension scheme for two years or more you are not entitled to a refund of pension contributions on leaving the scheme, you will be entitled to a pension benefit.

The University reserves the right to alter or withdraw Pensions Plus as it sees fit or as required to comply with legislative changes. Withdrawal or amendment of Pensions Plus will not affect your membership of USS. If you do not wish to participate in Pensions Plus but wish to remain in

the pension scheme please contact the Pensions Team who will provide you with a non-participation form.

Information regarding pension scheme membership can be found on the Pensions pages of the University's website. Full information regarding USS can be found on the USS website – [www.uss.co.uk](http://www.uss.co.uk)

## 7. PLACE OF WORK AND RESIDENCE

Members of staff will be based on the John Anderson Campus, unless otherwise stated in the letter of appointment. The Department/School in which the post is initially placed will be specified in the letter of appointment although there will be an expectation to work at such other places as required in the course of employment.

If the need arises for members of staff to work outside the UK for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff would then be provided with a statement in advance setting out the terms covering such periods of employment.

The University does not normally place specific restrictions upon the place of residence of members of staff. All staff are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment.

## 8. CONSULTANCY/FURTHER ACTIVITIES

To support the strategic objectives of the University and to facilitate individual professional development, the University encourages staff to engage in professional activities with outside bodies related to their field of work. In many cases, such activity will be approved on the basis that it represents University knowledge exchange activity and should therefore be treated as part of the individual's overall workload and managed through the University's systems. It is also recognised that there will be some cases where an activity is entirely separate from the University and should thus be notified/approved as a personal business activity. For further information please refer to the "University Procedure in relation to Work for Outside Bodies including Consultancies", which forms part of the employment contract and can be accessed at [www.strath.ac.uk/hr](http://www.strath.ac.uk/hr).

## 9. DISCIPLINARY AND GRIEVANCE PROCEDURES

Further information on the University's disciplinary and grievance procedure can also be found at [www.strath.ac.uk/policies/hr](http://www.strath.ac.uk/policies/hr) or on request from Human Resources.

## 10. NOTICE AND TERMINATION

Members of staff are employed on the conditions indicated in individual letters of appointment and any accompanying papers. The University is not obliged to give notice of termination or continue any employment beyond the end of that period. Where the period of the contract of employment is for one year or less it may be terminated short of the fixed term period by one months notice on either side. Where the period of the contract of employment is for more than one year, or where there have been a further contract or series of contracts immediately consecutive, the employment may be terminated short of the fixed term period by three months' notice on either side, except during the probationary period when the notice period is one month.

If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice.

Revised April 2023