

Research Associate (Collaborative Research Cultures)

Department	Organisational and Staff Development Unit		
Faculty	Human Resources (www.strath.ac.uk/hr/)		
Staff Category	Research	Reference No	579597
Reports To	Project Manager	Grade:	7
Salary Range:	£36,024 - £44,263	Contract Type:	Fixed Term (24 months)
FTE	1.0 (35 hours/week)	Closing Date	15/01/2024

Job Advert

The University of Strathclyde invites applications for the role of Research Associate to support the 2-year project “Cultures of Collaborative Research in a Socially Progressive Technological University.” Funded by the Wellcome Trust as part of a national investment in [Research Culture](#), this post is an opportunity to contribute to sector-wide initiatives to enhance research, knowledge exchange, and innovation environments.

The University of Strathclyde’s project has two main challenge areas:

Challenge 1: How can we work with partners in industry and the public and third sector to co-produce inclusive research cultures?

Challenge 2: How do we value and recognise the breadth and depth of everyday contributions which sustain thriving collaborative research cultures?

This post is open to applicants from any social science or related discipline that involves qualitative and quantitative research methods. Experience in a range of methods (for example, analysing large data sets, designing surveys, conducting interviews, creative methods, and/or participatory action research) would be an advantage. We would welcome applications from candidates with an interest in inequalities in research environments; organisational cultures; Higher Education policy; or the sociology of Higher Education.

Can you measure a positive research culture? This question has opened a sector-wide debate, which this project responds to through critical approaches to inequality and inquiry into ‘invisible’ forms of research labour. The project’s Research Associate will be involved in gathering new qualitative and quantitative data to investigate barriers to collaborative research. This research will be used to test interventions which the RA will evaluate. The RA’s outputs will include contributing to key evidence-based reports on fostering positive collaborative research cultures, the creation of toolkits for identifying positive research culture, as well as workshops and events on the responsible use of research metrics. We welcome applicants interested in qualitative data, as surveys and researcher diaries will form a core element of the data collection. Experience in analysing quantitative data, especially for benchmarking, is desirable.

You will be part of a project team that includes the Associate Principal for Research and Innovation, Deputy Associate Principals for Research and Knowledge Exchange (representing the University’s four Faculties), and Research Professionals drawn from Research and Knowledge Exchange Services (RKES) and Human Resources (HR). The Research Associate will be an integral part of the team and will work closely with the project Knowledge Exchange Associate.

We are committed to professional development. The successful applicant will be provided with a training and development budget, 10 days per annum for professional development activities, and a mentor. More information on the University of Strathclyde’s research can be found [here](#).

The University supports flexible working and will consider secondments. This is a campus-based role with an expectation of three days a week at the John Anderson campus in Glasgow's city centre.

We anticipate the role will commence on 3 June 2024.

Job Description

Brief Outline of Job:

The Research Associate will play a key role in the delivery of this important and innovative project. The Research Associate will be supported through research supervision by the project lead, Deputy Associate Principal for Research and Knowledge Exchange, with day-to-day line management from the Project Manager as well as working collaboratively with the Knowledge Exchange Associate and Project Administrator. The successful applicant will contribute to the development of a theory of change roadmap. They will use qualitative and quantitative methods across all work packages to support and evaluate pilot interventions, such as networking opportunities, seed-funded collaborative projects and diary-recorded experiences, mapping reward and recognition mechanisms to identify success indicators.

Main Activities/Responsibilities:

1.	Collect, manage, and analyse complex quantitative and qualitative data across all work packages within the project
2.	Use data analysis tools and software to derive meaningful insights and contribute to research findings and outputs
3.	Monitor progress and assess the effectiveness of strategies related to inclusive research cultures and collaborative practices
4.	Engage with internal and external stakeholders, including partners in industry, the public sector, and the third sector
5.	Collaboratively deliver pilot intervention projects, assisting in their planning, implementation, and evaluation
6.	Contribute to the development of strategies for enhancing research cultures and recognising contributions
7.	Producing and contributing to relevant reports and publications.
8.	Supporting the delivery of events and engagement activities.
9.	Developing materials and resources from the project findings.

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 PhD in Social Science subject area

D1 Membership of relevant Chartered/professional bodies

Experience

E2 Experience using qualitative and quantitative methodologies.

E3 Experience of evaluating and managing ethical considerations in research projects involving interviews

E4 Experience of co-production of research, interventions and outputs with stakeholders

E5 Experience of working collaboratively with stakeholders

Job Related Skills and Achievements

E6 Strong technical expertise in management of sensitive data, analysis, and relevant software for data analysis

E7 Knowledge of a range of quantitative and qualitative methods and associated theories

E8 Excellent written and oral communication skills

E9 Strong organisational and time management skills

D2 Ability to produce high quality academic written outputs for academic and non-academic audiences

Personal Attributes

E10 Ability to work collaboratively in a multidisciplinary team.

E11 Ability to engage with internal and external stakeholders across a range of seniority levels

E12 Ability to work independently and make informed decisions

E13 A strong commitment to identifying and applying appropriate practices with a high degree of professional integrity

Other Relevant Factors

D3 Knowledge and understanding of Higher Education Research Culture landscape.

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 Emma Compton-Daw, Researcher Development Manager (emma.compton-daw@strath.ac.uk) and Prof Churnjeet Mahn, Deputy Associate Principal Research and Knowledge Exchange (churnjeet.mahn@strath.ac.uk). Please note the University will be closed 25th December 2023- 5th January 2024.

Working arrangements

This role will be predominantly face-to-face on campus in line with Strathclyde's arrangements that staff are on campus at least 3 days (pro rata) per week

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 on 12/02/2024.

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.



