

# Research Associate in Autism

School	Laboratory for Innovation in Autism		
Faculty	Faculty of Humanities and Social Sciences ( <a href="http://www.strath.ac.uk/humanities/">www.strath.ac.uk/humanities/</a> )		
Staff Category	Research	Reference No	101446
Reports To	Principal Investigator	Grade:	7/6
Salary Range:	£31,604 - £36,613	Contract Type:	Fixed Term (15 months)
FTE:	1 (Full time)	Closing Date	Sunday, 17 December 2017

## Job Advert

We seek two energetic, dedicated researchers or practitioners with experience working with children with neurodevelopmental disorder. You will carry out an exciting, cutting-edge project on the efficacy of an iPad serious game assessment for children with autism spectrum disorder to test a new, early and accessible diagnostic instrument fun for children (see <https://www.nature.com/articles/srep31107>). You will contribute to the successful completion of a clinical diagnostic trial made in collaboration with the Gillberg Neuropsychiatry Centre at Gothenburg, and the Universities of Glasgow and Aberdeen and funded from the EU H2020 through support of a start-up smart-tech company based in Kraków, Harimata.

We wish to appoint a talented, enthusiastic Research Associate, with an intellectual and scientific interest in autism development and development of novel applications for early detection of autism through movement. This study and the work of our laboratory focusses on movement in autism, developing new instruments (wearables, sensors, tablets) and paradigms to detect and assess the subtle, but significant motor disruption in autism. Research knowledge or interest in this direction will be an advantage, especially if you seek long-term involvement beyond this project through additional grants or study.

The successful candidate will be responsible for the recruitment and assessment of children 3-5 years old with autism and those with other neurodevelopmental disorders and developing typically onto the trial. They will contribute as part of the research team in analysis of iPad gameplay data and ancillary questionnaire data. The successful candidate will also assist or lead development of new research objectives and proposals, write up research for publication in high quality peer reviewed journals, and identify sources of funding, including drafting grant proposals as appropriate.

Candidates will have a good honours degree and PhD (or equivalent) in Speech and Language Therapy, Occupational Therapy, Autism, Education, Psychology, Movement Science, Biomedical Engineering or relevant discipline. It is desirable candidates demonstrate a body of published research, in high quality publications and a sufficient breadth or depth of knowledge of autism spectrum disorder and other relevant discipline/s to contribute to research programme and to the development of research activities. Previous research activity, involving working with children and/or in developmental or clinical science (e.g. Speech and Language Therapists, Occupational Therapists, Physiotherapists, developmental psychologists, autism scientists or practitioners, etc.) is essential.

The following Job Description and Person Specification are for an appointment made at Research Associate level, Grade RS07. For applicants who do not have a PhD, or equivalent work experience, or who have limited evidence of academic publications, the appointment may be made at the level of Research Assistant, Grade RS06 (salary range £27,285 - £30,688). The activities will be recalibrated to reflect the activities of a Research Assistant should appointment made be at that level.

Informal enquiries welcome to trials lead, Dr. Jonathan Delafield-Butt, [jonathan.delafield-butt@strath.ac.uk](mailto:jonathan.delafield-butt@strath.ac.uk).

## Job Description

### Brief Outline of Job:

To carry out research activities as part of the team and to lead on aspects of assessment and recruitment working on a diagnostic trial of an iPad early assessment technology under the supervision of senior colleagues; to input as a team member to administrative activities; to assist where required with relevant teaching and knowledge exchange activities; to establish a personal research portfolio and plan research proposals, with assistance from senior colleagues as required; to engage where required in relevant teaching, professional and knowledge exchange activities.

### Main Activities/Responsibilities:

1.	Responsible for implementing a strategy for the successful recruitment of 3-5 year old children with autism, other neurodevelopmental disorders, and developing typically onto the study.
2.	Lead (or conduct) the assessment of children in the clinic, lab, home, and school using the iPad serious game and parent, clinician, and teacher questionnaires.
3.	As part of a wider research interest, develop research objectives and proposals for own or joint research and play a lead role in relation to their development, with guidance from senior colleagues.
4.	Conduct collaborative research activities including determining appropriate research methods and objectives, analysis of data for dissemination of progress and results.
5.	Write up research work for publication, individually or in collaboration with colleagues, and disseminate results as appropriate to the discipline by, for example, peer reviewed journal publications and presentation at conferences.
6.	Contribute to securing funds for research, including drafting grant proposals and planning for future proposals.
7.	Attend and contribute to meetings of the trials team, the Centre team, and wider University.
8.	Plan and manage own workload, with guidance from colleagues as required.

## 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 equivalent) in Speech and Language Therapy, Occupational Therapy, Autism, Education, Psychology, Movement Science, Biomedical Engineering or relevant discipline

D1 Membership of relevant Chartered/professional bodies (including Higher Education Academy)

### Experience

E2 Sufficient breadth or depth of knowledge of autism spectrum disorder and other relevant discipline/s to contribute to research programme and to the development of research activities

E3 Experience of relevant student supervision

E4 Experience of knowledge exchange related activities

E5 Previous relevant work/research experience with children in a research, educational, or clinical setting and/or relevant experience working with neuropsychiatric disorders in children

### Job Related Skills and Achievements

E6 Body of published research in high quality publications demonstrating standards of excellence in field of expertise

E7 Developing ability to conduct individual research work, including data management and analysis, to disseminate results and to prepare research proposals and publications

E8 An intellectual and scientific interest in autism development and development of novel applications for early detection of autism through movement

E9 Ability to work within a multidisciplinary team environment

E10 Ability to plan and organise own workload effectively

D2 Knowledge of or experience with Adaptive Behaviour Assessment System, Strengths and Difficulties Questionnaire, ESSENCE checklist, and iPad games for children

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## Personal Attributes

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- E11 Excellent interpersonal and communication skills, with the ability to listen, engage and persuade, and to present complex information in an accessible way to a range of audiences in particular, children, parents and clinicians
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- E12 Excellent attention to detail, adept in managing and meeting tight deadlines without compromising accuracy
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- E13 Reliable with a professional approach
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## Application Procedure

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Applicants are required to complete an application form including the name of three referees who will be contacted before interview 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

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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 Jonathan Delafield-Butt, Reader / Principal Investigator ([jonathan.delafield-butt@strath.ac.uk](mailto:jonathan.delafield-butt@strath.ac.uk)).

### Conditions of Employment

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

### PVG Check

This position involves regulated work, making it a legislative requirement that the successful candidate becomes a member of the Protection of Vulnerable Groups Scheme. If appointed, employment with the University will not be confirmed, until membership of the Scheme has been received. The successful applicant will be precluded from working with protected groups until that time.

### 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 Thursday, 21 December 2017.

### Equality and Diversity

We value diversity and welcome applications from all sections of the community.

The University currently holds a Bronze Athena SWAN award, recognising our commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.



# 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/>.

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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 arrangements 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:

Period of Continuous Employment at start of absence from work	Full Pay	Half Pay
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

New members of staff, aged under 75, will be admitted automatically to membership of the Universities Superannuation Scheme (USS) on taking up appointment. If you are already in receipt of a USS pension you will join USS in accordance with pension auto-enrolment regulations. USS requires a contribution from the member, currently 8 per cent of pensionable salary. A contribution, currently 18 per cent of pensionable salary, is paid by the University. From 1 April 2016 all members are part of the career revalued benefits scheme called the USS Retirement Income Builder. From 1 October 2016 a threshold, initially of £55,000 a year, will apply to the maximum salary that counts towards the USS Retirement Income Builder. From the same date a new defined contribution section of the scheme called USS Investment Builder will open and any contributions above the threshold will be invested in this section. The exception to automatic membership of the pension scheme applies if your post is located out with the UK in an EU member state. If this is the case membership of USS is not available to you.

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 retirement date.

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 2016