

# Responsible Research and Innovation Fellow

School	Law ( <a href="http://www.strath.ac.uk/humanities/lawschool/">www.strath.ac.uk/humanities/lawschool/</a> )		
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	183623
Reports To	Director, One Ocean Hub	Grade:	8
Salary Range:	£40792 - £50132 per annum	Contract Type:	Fixed Term (Until 29 February 2024)
FTE:	1 (Full time)	Closing Date	Wednesday, 6 February 2019

## Job Advert

This is an exciting opportunity to join the One Ocean Hub, a new global hub for interdisciplinary research funded through the UKRI Global Challenges Research Fund. The Hub seeks to address intractable challenges faced by developing countries in relation to ocean management. Through this 5-year initiative, researchers from the UK will work with colleagues across the world to address the challenges of South Africa, Namibia, Ghana, Fiji and Solomon Islands in realising the economic, socio-cultural and environmental benefits from the ocean. The Hub will weave learning from the ocean, ranging from the traditional knowledge of the peoples who rely upon it to marine sciences, innovative legal approaches and artistic methods. Our aim is to bridge the disconnections in law, science and society across all levels from the local to the international. We aim to empower vulnerable communities, woman and youth to shape and benefit from the blue economy through inclusive and integrated governance approaches required to ensure a healthy ocean and flourishing economies.

To be considered for the role, you will have a PhD in science and technology studies, or similar area (or, exceptionally, equivalent professional experience), with a particular focus on research ethics. You will have an academic or professional background that has allowed exposure to environmental law/policy and international cooperation, for instance in the context of the United Nations. You will have a track record spanning across publications, research funding, knowledge exchange and method development in this area.

The Responsible Research and Innovation (RRI) Fellow will research fairness and power imbalances across scales, research areas and academic disciplines within the Hub, including in relation to impact and monitoring and evaluation (M&E). You will undertake research on the risks related to corruption, conflict of interest with local, national and international partners, and inequity or conflicts within or among beneficiaries, against the background of various international legal obligations and processes on scientific cooperation, the sharing of scientific information, capacity building and technology transfer.

The RRI Fellow will carry out research across all research programmes under the Hub, as well as form an integral part of the Hub's Monitoring and Evaluation Team, to assess strategy and institutional responses (structure and evolution) of the Hub, explore replicability and scalability, as well as volatility (impact of uncontrollable factors) in the Hub, regions and countries.

You will be able to hit the ground running and integrate quickly into a diverse, highly motivated team.

## Job Description

### Brief Outline of Job:

The One Ocean Hub Responsible Research and Innovation Fellow will play a leadership role in the Hub's Monitoring and Evaluation Team with regard to development of methodology and approach to monitoring and evaluating the Hub as a living research lab. The RRI Fellow will undertake and lead on research in this area, working closely with the Director, Deputy Director and Co-Directors, and the wider monitoring and evaluation research team. You will also form part of the Hub's Research Ethics Committee.

### Main Activities/Responsibilities:

1.	Engage as an independent researcher in individual and collaborative research, carry out research in research fairness and power imbalances across scales, research areas and academic disciplines within the Hub, including on the risks related to corruption, conflict of interest with local, national and international partners, and inequity or conflicts within or among beneficiaries.
2.	Work across all Hub research programmes to ensure substantive synergies across all research programmes of the Hub in the context of responsible research and innovation.
3.	Play a leading role in the Hub's Monitoring and Evaluation Team, to design and develop appropriate methodologies in relation to impact and monitoring and evaluation (M&E).
4.	Take a leading role in the development, and continual improvement of the Hub's Code of Practice, and through research, develop a code of conduct for researchers, Universities and research funders in working in development contexts.
5.	Take a leading role in the development of content for the Responsible Research and Development Massive Open Online Course (MOOC) that the Hub seeks to develop.
6.	Publish and present original research based on the lessons learned in developing and applying the Hub's approach to Responsible Research in development contexts at academic conferences and KE events.
7.	Deliver non-traditional teaching to Master and PhD students, as well as training and mentoring to Hub researchers and core staff, on responsible research approaches, methodologies and ethics, and contribute to developing the One Ocean Hub as a centre of excellence in Responsible Research and Innovation in a development context.
8.	Contribute to the planning, management and sharing of Hub's research findings and data.
9.	Engage in continuous professional development.
10.	Other duties as appropriate for the role.

## 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, exceptionally, equivalent professional experience) in Science and Technology studies, or similar

E2 Qualification/Professional membership in environmental law/policy and/or international cooperation

### Experience

E3 Track record of high quality publications, method development, research ethics, responsible research

E4 Ability to develop research proposals and to attract funding and research students, as appropriate to the discipline, including experience of contributing to grant applications

E5 Significant experience in multidisciplinary research or consultancy projects

E6 Significant experience in research, or professional working, in international cooperation, development and/or aid related contexts

E7 Experience of working in multi-cultural and/or development-cooperation context

E8 Proven communication, presentation and interpersonal skills, including the ability to influence others sometimes at a senior level, and to provide advice, analysis and the interpretation of complex information in an accessible way to a range of audiences.

E9	Proven analytical and problem solving capacity, particularly the ability to think creatively, to propose practical solutions where precedents may not exist
D1	Understanding of the Monitoring and Evaluation requirements and approaches in the context of development projects
<b>Job Related Skills and Achievements</b>	
E10	Ability to plan and organise own workload effectively
E11	Ability to work constructively both as an independent researcher and within a team environment
E12	Ability to operate with tact and exercise good judgement
E13	Ability to balance successfully a complex and demanding workload
<b>Personal Attributes</b>	
E14	Ability to build and develop effective working relationships with a broad range of individuals from different professional backgrounds
E15	Resilience and the ability to operate with agility in a fast moving work environment
D2	Experience in multi-cultural work environments

## Application Procedure

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

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 Elisa Morgera, Professor of Global Environmental Law ([elisa.morgera@strath.ac.uk](mailto:elisa.morgera@strath.ac.uk)).

### 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](#).

### Conditions of Employment

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

### Pre-employment health screening

An offer of appointment will be subject to a medical assessment by Occupational Health. An individual who accepts an offer of employment must complete a confidential medical questionnaire and forward it to the Occupational Health Nurse within 5 days of receipt. If further information is required the individual may be contacted by the OHN or a Medical Advisor and a personal appointment with the individual may be arranged. An unconditional contract of employment will not be issued until Human Resources receives confirmation that applicant is fit to undertake the duties of the post.

### Probation

Where applicable, the successful applicant will be required to serve a 12 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 likely be held on Wednesday, 13 February 2019.

## 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.

## 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/>.

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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 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:

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