



Research Fellow in Earth Intelligent Finance

Department	Accounting and Finance (www.strath.ac.uk/business/accountingfinance/)		
Faculty	Strathclyde Business School (www.strath.ac.uk/business/)		
Staff Category	Research	Reference No	622580
Reports To	Professor Mark Cummins, Principle Investigator	Grade	8
Salary Range	£45,585 - £56,021	Contract Type	Fixed Term (Until 31/03/25)
FTE	1 FTE	Closing Date	23/06/2024
Working Arrangements	Hybrid. The standard requirement across the University is that at least three days per week (based on 1FTE) will be spent working on-site (with flexibility as appropriate).	On Site Facilities	Car parking, sports centre, catering.
Holidays	31 days + 11 statutory days Option to purchase additional holidays.		
Pensions	Contributory pension scheme available to all staff including generous employer contribution.		
Training	Professional Development with Organisational and Staff Development Unit (OSDU) plus external training if required.		
Family Friendly Benefits	Generous parental leave provision, on-campus nursery and options for flexible working.		
Health and Wellbeing	University Sport centre, Occupational Health service, access to health and wellbeing events, cycle to work scheme, Employee Assistance Programme, agile working and established carers support network and carer friendly policies.		

Job Advert

As 'the place of useful learning' the University of Strathclyde is committed to the advancement of society through the pursuit of excellence in research, education and knowledge exchange, and through creative engagement with partner organisations at local, national and international levels.

Strathclyde Business School has been recognised in the Research Excellence Framework (REF) 2021 for its world-leading research environment - with 75% 'conducive to producing research of world-leading quality and enabling outstanding impact'.

The Faculty of Engineering is a leading international centre for engineering research. It strives to deliver impact at scale and at pace, in keeping with the University's founding ethos as a "place of useful learning". This is achieved through Strathclyde's distinctive model of partnership working to deliver impact for business, industry, society and Government. The Applied Space Technology Laboratory, ApSTL, within the Faculty's Department of Electronic and Electrical Engineering, is addressing global challenges by working at the boundary between disciplines to deliver a step-change in the democratisation, exploration, and exploitation of space. With a track-record of delivering innovation and value through collaboration, ApSTL is developing new space and adjacent sector technologies.

Project Description

Following the Chancellor's announcement in the Spring budget 2023, to accelerate innovation across the UK in clusters with high growth potential, £100m has been allocated to Glasgow to accelerate the growth of "high-potential innovation clusters" in "transformative" R&D projects.

A bid led by FinTech Scotland, in collaboration with the University of Strathclyde and the University of Glasgow, has received funding to establish a Financial Regulation Innovation Lab. This Financial Regulation Innovation Lab (FRIL), a first for the UK, builds on the FinTech Scotland Fintech Research & Innovation Roadmap published last year, highlighting the opportunity for more research and innovation in financial regulation. This initiative aligns itself with the UK Government Science and Technology Framework published in March 2023 to put the UK at the forefront of global science and technology.

University of Strathclyde is leading a programme of co-designed translational and actionable research that is delivering impact for partner organisations engaged with FRIL. We seek a Research Fellow to join a team of researchers to deliver on this programme of Actionable Research. You will have the expertise to lead research in the nascent area of Earth Intelligent Finance, a new exciting interdisciplinary domain that interfaces the finance discipline, incorporating the ongoing evolution of the financial services sector and the latest advancements in financial technology (FinTech), with leading innovations in Earth Intelligence, combining multi-source space and terrestrial data, and services, with geospatial (location-based information) technology, and AI to provide accurate, timely, and global-scale actionable insights of relevance to the financial services sector. This Research Fellow will be jointly appointed to the Financial Regulation Innovation Lab and the Applied Space Technology Laboratory.

To be considered for the role, you will be educated to a minimum of PhD level in an appropriate discipline, and with experience of processing and applying Earth Observation data. You will have research interests consistent with the interdisciplinary nature of the role and you will be motivated to explore the application of Earth Observation data to problems of relevance to the financial services sector and, in particular, in support of financial regulation compliance. A priority focus of financial regulation compliance will be the area of Environmental, Social and Governance (ESG). The Research Fellow will boast a body of published research in high quality publications demonstrating standards of excellence, and an ability to develop research proposals and to attract funding and research students, as appropriate, including experience of contributing to grant applications. You will have an ability to plan and organise research programmes, to ensure successful completion and you will have experience of planning and organising workloads, including the ability to supervise and delegate work.

As a Research Fellow, you will engage as an independent researcher in collaborative research, establishing a distinctive programme of research and disseminating results through regular publications in high impact journals, books and conference proceedings. You will apply, as Principal Investigator and/or Co-Investigator, to appropriate external bodies for research funding and manage grants awarded as part of the FRIL activities. You will participate in and develop external networks to foster research collaborations, to inform the development of research objectives and to identify potential sources of funding. You will develop knowledge exchange activities by, for example, establishing research links with industry and influencing public policy and the professions, where of relevance to FRIL.

In keeping with our commitment to equality and diversity, we encourage applications from all sections of the community, particularly those who can support our Athena SWAN activity, which inspires the advancement and representation of women in higher education. For more information on diversity and inclusion at Strathclyde, please see here. <https://www.strath.ac.uk/workwithus/strathclydeglobaltalentprogramme/workforcediversityandinclusion>

Appointments will be made at a level appropriate to a successful candidate's experience and career stage, and duties and salary will be adjusted accordingly.

Job Description

Brief Outline of Job:

To pursue and establish an independent and high quality research programme in the nascent area of Earth Intelligent Finance, a new exciting interdisciplinary domain that interfaces the finance discipline, incorporating the ongoing evolution of the financial services sector and the latest advancements in financial technology (FinTech), with leading innovations in Earth Intelligence, combining multi-source space and terrestrial data, and services, with geospatial (location-based information) technology, and AI to provide accurate, timely, and global-scale actionable insights of relevance to the financial services sector. To engage in activities towards securing research contracts and funding; to disseminate research results via publications in peer reviewed journals and industry reports; where appropriate, to manage a research team; to engage as appropriate in relevant teaching, professional and knowledge exchange activities; and to carry out administrative tasks assigned by the Head of Department/School.

Main Activities/Responsibilities:

1.	As part of the FRIL project, engage as an independent researcher in collaborative research, establishing a distinctive programme of research and disseminating results through regular publications in high impact journals, books and conference proceedings.
2.	Apply, as Principal Investigator or Co-Investigator, to appropriate external bodies for research funding and manage grants awarded.
3.	Manage a research team as appropriate, providing direction, support and guidance.
4.	Participate in and develop external networks to foster research collaborations, to inform the development of research objectives and to identify potential sources of funding.
5.	Develop knowledge exchange activities by, for example, establishing research links with industry and influencing public policy and the professions.
6.	Collaborate with colleagues to ensure that research advances inform departmental teaching effort, including contributing to relevant teaching programmes as appropriate.
7.	Carry out Department/School, Faculty and/or University administrative and management functions, for example through membership of committees.
8.	Engage in continuous professional development.

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 in an appropriate discipline (or, exceptionally, equivalent professional experience) in processing and applying Earth Observation data.

Experience

E2 Experience of planning and organising workload, including the ability to supervise and delegate work.

D1 Some experience of teaching at undergraduate and/or postgraduate levels.

D2 Experience of multi/inter-disciplinary research.

D3 Experience of student assessment activities.

Job Related Skills and Achievements

E3 A body of published research in high quality publications demonstrating standards of excellence.

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 Ability to plan and organise research programmes to ensure successful completion.

E6 Ability to work within a team environment and to lead teams.

D4 Track record in knowledge exchange related activities.

Personal Attributes

E7 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.

E8 Research interests consistent with the strategic direction of the Financial Regulation Innovation Lab.

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 Mark Cummins, Professor of Financial Technology, Principal Investigator (mark.cummins@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](#).

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](#).

Interviews

Formal interviews for this post will be held on 03/07/2024.

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. 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.

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.

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 6.1% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. The current threshold from 1 April 2024 is £70,296 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). 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

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.

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 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 2024