

**University of Derby Job Description**

# **Job Summary**

## **Job Title**

Researcher in Psychology

## **College/Department**

College of Health, Psychology and Social Care

## **Location**

Kedleston Road, Derby

## **Job Reference Number**

0556-24

## **Salary**

£29,179 to £44,128 per annum

## **Reports To**

Head of School of Psychology

## **Line Management Responsibility**

No

# **Job Description and Person Specification**

## **Role Summary**

The purpose of this post is to support experimental laboratory-based psychological research. The ultimate aims are to produce high quality (at least 3\*) research outputs and to strengthen external research grant applications. Depending on their interests and experience, the postholder will contribute to 2-3 specific projects aligned with the Healthy Ageing and Mental Wellbeing Research Centre and Research Excellence Framework (REF) Unit of Assessment 3, in areas of research that might include, for example:

* Mechanisms of action of compassion-based, mindfulness, nature-based or other contemplative psychological interventions
* Cognitive processes including attention, memory or language
* Psychophysiological aspects of paranormal experience
* Psychophysiological aspects of offending, criminality or antisocial personality
* Psychophysiological aspects of health, illness, depression, anxiety or pain.

The post holder will have shape the role within the scope of the post, according to their own interests and experiences, and will employ and develop research methods and techniques including behavioural, cognitive, psychobiological (e.g. HRV, eye tracking) and psychological measures. They could also contribute as appropriate to selected areas of teaching, through supervision of undergraduate or postgraduate students and/or supervision of research projects, as well as contributing to high quality publications in high impact journals and presenting research findings at conferences.

## **Principal Accountabilities**

1. Under the direction of the Head of School and the lead researchers for each project involved, contribute to the development of new knowledge and techniques to the relevant research project(s).
2. Contribute to the determination of appropriate research methodologies for the project(s).
3. Engage in data collection through a variety of setting e.g. in the lab, online and/or in applied settings.
4. Analyse research findings and determine the need for further investigation.
5. Contribute to the writing up of research findings and dissemination through publications or seminar and conference presentations.
6. Assist with the preparation of proposals and applications to both external and/or internal bodies for funding, contractual or accreditation purposes.
7. Assist in the development of student research skills, for example as part of a postgraduate supervision team.
8. Where opportunities exist, plan and manage own research activity and initiate research relevant to the discipline or research project(s).
9. Where opportunities exist within the research project(s), support the development and delivery of business engagement activities, developing entrepreneurial links with external organisations.
10. Contribute to the writing of collective bids for funding, and, where funders permit, write individual bids for funding with appropriate support.
11. Undertake appropriate training and staff development.

**Other**

1. Provide guidance as required to other colleagues working on related research project(s).
2. Assist and help informally students working in the same research discipline.
3. Develop internal and external contacts with other academic staff to form collaborative relationships and assist with their research project(s).
4. Understand own development needs and formulate a personal development plan.
5. Observe and implement University policies and procedures.
6. Closely work with the post holder and immediate team.

## **Person Specification**

### **Essential Criteria**

#### Qualifications

* Completed PhD or near completion (expectation is Thesis submitted by the posted advert closing date) in a relevant discipline

#### Experience

* Evidence of sufficient breadth or depth of research methodologies and techniques to work in research area
* Familiarity of working with at least one of the following: Heart Rate Variability (HRV), haemodynamic activity, eye tracking, biomedical markers, and lab-based observation of parent-child interaction
* Experience of collecting and analysing quantitative experimental data using PsychoPy or similar
* Evidence of engagement in high-quality research activity
* Experience of writing publications for journals and presenting research at conferences
* Experience of assisting with grant applications

#### Skills, knowledge and abilities

* Developing research skills, with the ability to creatively apply relevant research approaches, models, techniques and methods
* Ability to work with psychophysiological data
* Ability to recruit human participants and work with them in a variety of settings
* Knowledge of advanced research methods (e.g. MANOVA, MLM, SEM) and relevant statistical packages (e.g. SPSS, R).
* Ability to communicate complex information clearly both in writing and presentations
* Analytical ability to facilitate conceptual thinking, innovation and creativity
* Ability to build relationships and work collaboratively with colleagues, internally and externally
* Ability to use initiative and creativity to solve problems in a research context
* Self-motivated and able to work independently and as part of a team
* Innovative and creative

#### Business requirements

* Demonstrate competences, core behaviours and supplementary behaviours that support and promote the University’s core value
* Flexible to the needs of others
* Committed to ensuring a high-quality student experience
* Committed to a high-performance culture, fostering continuous improvement and driving quality
* Able to take a flexible approach to work
  + Travel to various local locations and occasionally overseas for work
  + Some evening and occasional weekend work
* Willingness and flexibility to travel and work between University and external sites in a cost effective and timely manner.

### **Desirable Criteria**

#### Experience

* Experience of generating research or knowledge exchange income

#### Skills, knowledge and abilities

* Experience of analysing psychophysiological and/or complex datasets.
* Experience of working in a multi-disciplinary team.
* Ability to programme and code to design and analyse laboratory studies using, for example, Matlab, Python, Inquisit, experiment builder etc.
* Knowledge of psychological interventions that focus on emotion regulation including compassion, mindfulness, acceptance and nature-based interventions.

#### Business Requirements

* Valid DBS or willingness to undertake relevant screening
* Valid driving licence

# **Benefits**

The University of Derby believes in providing choice to our people suited to their needs or life stages. Offering a number of salary sacrifice options, a generous holiday entitlement starting from 26 days plus bank holidays and 4 concessionary days and a host of family friendly policies, mean that splitting your time and finances can be easier. For those with prospective students in the household, we also offer tuition fee support to partners and children and, not forgetting you, we offer financial support for accredited learning.

Our competitive 'total reward' offering has something for everyone and looks to reward and recognise people in different ways.

Core to the package is a competitive pay structure and generous public-sector pension schemes. Our pay structure allows for stepped progression in role and is reviewed against the market and, where applicable, awarding national pay awards annually. Further financial support is offered through our generous pension contributions in support of your retirement fund with those within our Teachers’ Pension Scheme receiving an employer contribution of 28.6% of salary and those within the Local Government Pension Scheme at 23%.

Wellbeing at Derby features within our benefits options from our Employee Assistance programme through to our eyecare voucher scheme, not to mention the discounted membership for our on-site gym at our Kedleston Road campus. With our Inclusion and Wellbeing Networks, there really is support for everyone.

We also facilitate ‘Give as You Earn’ options to donate to your preferred charities straight from your pay which enhances the amount your charity receives for your donation.

At the University of Derby, we celebrate loyalty and achievements through our Staff Excellence Framework be it financially, or non-financially. We aim to foster a culture of boldness and brilliance in our people, and from a simple thank you through to a local awards ceremony, we recognise and celebrate notable achievements of our colleagues.

For more information on the benefits of working at the University of Derby go to the [Benefit pages of our website](https://www.derby.ac.uk/jobs/life-at-derby/rewards-and-benefits/).

# **Our People**

The University of Derby is committed to promoting equity, diversity and inclusion, regardless of age, disability, trans status, marriage and civil partnership, pregnancy and maternity, race, religion or belief (or none), sex and sexual orientation.

We are Disability Confident Employers, demonstrating our commitment to disability inclusion, and invite applicants to highlight adjustments they may require to ensure equitable participation in our recruitment processes.

Further, we are committed to ensuring an environment which is trans and non-binary-inclusive for all our staff, students, partners, and visitors, and continuously review our policies, guidance and training.

When applying to join the University, you can choose your preferred title, including the gender-neutral title 'Mx'. We also ask our candidates if they would like to share their preferred pronouns. This is voluntary but demonstrates our commitment to inclusivity for trans and non-binary candidates. Once employed, you can add pronouns and preferred names onto our system.

The University of Derby undertakes anonymised shortlisting during the staff recruitment process. This means that, when shortlisting, panel members will not be able to see an applicant’s name and will see an applicant number instead. This demonstrates the practical steps we are taking to remove barriers to recruitment by minimising the possible impact of our unconscious bias.

However you identify, we actively celebrate the knowledge, experience and talents each person brings. Our students come from a wide range of backgrounds; therefore we are particularly interested to hear from applicants who will help our leaders and teams be more reflective of our student population.

For more information on equity, diversity and inclusion at the University of Derby, please visit our [website](https://www.derby.ac.uk/about/equality-and-diversity/).