School of Global Studies
Department of Geography
Research Fellow in Sustainability
Fixed term for 18 months, Full time
Salary range: starting at £32,004 and rising to £38,183 per annum. It is normal to appoint at the first point of the salary scale.
Expected interview date: 4/5 May 2017
Expected start date: As soon as possible

Applications are invited for a Research Fellowship to work with Dr Pedram Rowhani (Geography), Dr Dominic Glover (Institute of Development Studies), Dr Shova Thapa Karki (Business and Management), and Dr Seife Ayele (Institute of Development Studies) on an interdisciplinary project funded by the Sussex Sustainability Research Programme (SSRP), a collaborative initiative by the University of Sussex and Institute of Development Studies to develop interdisciplinary research in sustainability.

Entitled “Farmer organisations and the resilience and sustainability of small farms” the project will investigate the viability and potential of farmer organisations as ways to promote sustainable practices for, and build the resilience of small farm-based commercial enterprises in a context of rural—urban and international migration, agricultural feminisation, and the aspirations of rural youth.

We are looking for an enthusiastic and committed interdisciplinary scientist who will play a key role in this research and contribute energetically to SSRP. Your role will also involve research design, data analysis, literature reviews and dissemination activities, alongside general day-to-day project management. The successful candidate will be based in the School of Global Studies but will interact continuously with the whole team across the different Schools/Institutions.

Informal enquiries may be made to Pedram Rowhani (p.rowhani@sussex.ac.uk), Shova Thapa Karki (s.thapa-karki@sussex.ac.uk), Dominic Glover (d.glover@ids.ac.uk), or Seife Ayele (s.ayele@ids.ac.uk).

Closing date for applications: 21 April 2017

For full details and how to apply see www.sussex.ac.uk/jobs

The University of Sussex is committed to equality of opportunity

2. Senior leadership and management

The Vice-Chancellor (Professor Adam Tickell) is the senior academic officer and, as Chief Executive, is responsible to the University Council for management of the University. He is supported by an executive group which includes the three Pro-Vice-Chancellors, the Registrar and Secretary, the Director of Finance and the Director of Human Resources. The Heads of the Schools of Studies at Sussex report to the Pro-Vice-Chancellors.

The Registrar and Secretary heads the Professional Services of the University. In addition, under the University Statutes, the Registrar and Secretary is Secretary to the University
Council. The Director of Finance reports to the Vice-Chancellor. The Director of ITS reports to the Registrar and Secretary, and the Librarian reports to one of the Pro-Vice-Chancellors.

3. The Schools of Global Studies, Business, Management, and Economics at the University of Sussex, and the Institute of Development Studies.

Although the successful candidate will be based in the School of Global Studies, researchers on this project also come from the School of Business, Management, and Economics, and the Institute of Development Studies.

School of Global Studies

The School of Global Studies was established in 2009, and is one of the UK’s leading centres of excellence for teaching, research and debate on global issues. With over 80 members of academic faculty, an annual intake of over 500 students taking undergraduate degrees in Anthropology, Geography, International Relations and International Development, and over 400 Masters and research students each year, the School is large enough to create a diverse interdisciplinary learning environment, whilst maintaining a close and supportive environment for its staff and students.

The global standing and quality of the School’s research as well as its real-world impact affirms the value of our critical, engaged approach and our commitment to research of the highest quality that makes a difference in the world. In recent years researchers in the School of Global Studies have also been awarded more than £10 million of external research income from a wide range of research councils and government bodies including: the Rockefeller Foundation, the Economic and Social Research Council, the British Academy, the Arts and Humanities Research Council, the Nuffield Foundation, the Leverhulme Trust, the Natural Environment Research Council, the Department for International Development, the Department for Innovation, Universities, and Skills, the Department of Energy and Climate Change, the European Union, and the United Nations.

The research agendas of our faculty are at once diverse, continuously evolving, and encompass a wide range of regional and thematic expertise broadly organized around the following themes:

- **Understanding global flows**, whether of people, knowledge, ideas, cultural practices, pollutants, diseases, goods and services, and how to govern them in ways that benefit the majority of the world’s people.

- **Learning from global transformations** in the global South and North, in urban and rural settings and in relation to such issues as climate change, global finance, ethical trade, health and sexual politics, religion, philanthropy, violence and insecurity.

- **Contesting global inequalities and exclusions** wherever they occur and whatever form they take, documenting the manifestations and consequences of discrimination and exclusion – whether on the basis of race, sexuality, gender, ethnicity, age, caste or class - contesting their effects and imagining alternative notions of rights, citizenship and belonging.

The School places particular emphasis on fostering the global engagement of students and staff, based on a strong network of partnerships with international centres of excellence in research and teaching, public bodies and the private sector. It also seeks to engage locally with schools, local authorities and community organisations interested in applying global insights to local-level problems.

More information at [www.sussex.ac.uk/global](http://www.sussex.ac.uk/global).
School of Business, Management and Economics

The School of Business, Management & Economics (BMEc) is comprised of three academic departments, each internationally renowned for its research and teaching excellence. These are: the Department of Business and Management; the Department of Economics, and SPRU (the Science Policy Research Unit). The School provides leadership in the development and dissemination of sustainable business and management practices, informed by sound economic logic and a deep understanding of policy making. With a new, state-of-the-art academic building at the heart of the campus, BMEc is a vibrant, ambitious and dynamic School with a strong research focus.

The Department of Business and Management, founded in 2009, currently encompasses over 90 faculty members. The Department is composed of 4 subject groups (Accounting, Finance, Business and Enterprise and Management and Organization) and a number of cross-disciplinary research groups. Successful applicants will be designated to the subject group that is most appropriate, given their background.

The Department currently hosts 5 undergraduate and 10 postgraduate programmes entirely within the department, and several more degree programmes are offered jointly with other Departments in the University. The Department attracts students from all over the world, enhancing the cultural dimension of the learning experience. We also have many international links, collaborating with universities around the globe. Sussex is an inclusive, welcoming and truly international University. We aim to recruit staff of outstanding quality to deliver teaching and research of international excellence, building upon our emergent research strengths in key focal areas. Guiding principles of the Department’s development are: strengthening of the department’s already-strong industry links; further expanding upon the Sussex tradition of inter-disciplinarity; collaboration with other departments within the school (SPRU and Economics) and in the broader University (Maths, Global Studies, Psychology, Informatics, etc.); social and ethical responsibility, global diversity and engagement.

More information at www.sussex.ac.uk/bmec.

The Institute of Development Studies

The Institute of Development Studies (IDS) is a leading global institution for research, teaching and learning, impact and communications for international development. IDS is an independent research institute, created by statute in 1966, which is based on the campus of the University of Sussex.

IDS is formally constituted as a charitable company. We operate neither as a university department nor a thinktank, but combine elements of both. Through our commitment to engaged excellence, we work towards transformations that reduce inequalities, accelerate sustainability and build more inclusive and secure societies.

Since 1966 IDS has been working with partners to tackle complex development challenges and contribute the evidence, analysis, theory and learning that can help communities, practitioners and decision-makers at all levels work together for practical, positive change. Our post-graduate teaching and learning programmes are accredited by the University of Sussex. Through our PhD and Masters’ programmes we aim to produce a new generation of leaders in development thinking, policy and practice.

IDS is home to approximately 100 researchers and knowledge professionals affiliated to thematic research clusters. We also have 65 professional staff and about 200 students at any one time. Our extensive networks include over 360 international partners, 3,000 alumni and hundreds of former staff.

Our thematic clusters are:

- Business, Markets and the State
4. Sussex Sustainability Research Programme

The Sussex Sustainability Research Programme (SSRP) was founded in 2015 and spans four of the University’s Schools (Business, Management & Economics; Global Studies; Life Sciences; Law, Politics & Sociology) and the Institute of Development Studies (IDS), to build on distinctive Sussex strengths in sustainability research and policy engagement. The programme aims to create a research environment which will enable Sussex to achieve a step change in research income generation and impact. The sustainability of human life on Earth has attracted enormous attention around the world, and this continues to grow as more States seek to develop rapidly on a finite planet. Beginning with social and political questions that the challenge of sustainability reveals, SSRP addresses complex socio-economic, technical and environmental challenges and is developing problem-focused research across disciplines in the natural and social sciences.

The programme’s activities aim to enhance both the understanding of complex sustainability challenges, and the approaches through which more sustainable development pathways may be negotiated. Sussex will become a clearly identifiable global sustainability hub which fosters strategic international partnerships and is a source of advice to governments, funders, industry and non-governmental organisations. Beyond the sustainability brief, the programme will be a flagship initiative for promoting Sussex strengths in policy-engaged, academically rigorous, interdisciplinary research.

SSRP will:

- Establish Sussex firmly as ‘the go-to place’ for interdisciplinary research to understand complex sustainability challenges
- Develop a collective ‘sustainability’ identity across the Sussex campus
- Substantially increase research and ‘soft’ income, and consolidate and maximise the return on recent investments
- Deliver research output of the highest international quality
- Enhance the impact of Sussex research for future Research Excellence Framework submissions
- Provide a focus and drive for the University strategy of embedding sustainable development in teaching.

More information at www.sussex.ac.uk/ssrp.

5. The research project
Dr Pedram Rowhani (Geography), Dr Dominic Glover (IDS), Dr Shova Thapa Karki (Business and Management), and Dr Seife Ayele (IDS) have been awarded a grant from the Sussex Sustainability Research Programme to study whether, and in what specific ways, different types of farmer organisations may support the resilience and sustainability of small-scale commercial farmers in India.

This project will identify how different forms or modes of cooperation and collective action among small-scale commercial farming enterprises enable them to become more financially, ecologically and socially sustainable and resilient to shocks and stresses, such as extreme weather, price volatility and demographic change.

This project will adopt an interdisciplinary approach, informed by concepts and methodological approaches from the fields of geography (human and physical), international development studies, business and management studies, and science, technology and society studies (STS). The Research Fellow will explore how various kinds of cooperation and collective action may enable rural small-farm enterprises to be more economically, ecologically and socially sustainable, and resilient to external shocks.

In collaboration with the People’s Science Institute (PSI, Dehradun), field research will be conducted in the states of Uttarakhand and Madhya Pradesh, India.
CORE JOB DESCRIPTION

**Job Title:** Research Fellow in Sustainability  
**Grade:** Research Fellow I, Grade 7  
**School:** School of Global Studies  
**Location:** Department of Geography, University of Sussex  
**Responsible to:** Principal Investigator through to Head of School  
**Direct reports:** n/a  
**Key contacts:** Members of research group, members of faculty within the School and University.

**Role description:** Research Fellow I is an early career-grade research position. Post-holders will be expected to contribute to the work of the research team, and also to develop their research skills with support from more experienced members of staff.

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**PRINCIPAL ACCOUNTABILITIES**

1. To undertake individual and collaborative team activity to fulfil the aims and objectives of the research project.

2. To contribute to the development of research funding and knowledge exchange applications related to the research project.

3. To contribute to the Department of Geography, School of Global Studies and to the Sussex Sustainability Research Programme.

4. To contribute, where appropriate, to School teaching activities.
KEY RESPONSIBILITIES

1. **Research, Scholarship & Enterprise**
   1.1 Conduct research individually and in collaboration with others.
   1.2 Analyse and interpret research findings and draw conclusions on the outcomes.
   1.3 Produce high-quality research outputs for publication in recognised high-quality journals, and contribute to the School's REF submission at acceptable levels of volume and academic excellence.
   1.4 Develop research proposals for future research in collaboration with others.
   1.5 Individually or with colleagues, explore opportunities for enterprise activity, knowledge exchange income and/or consultancy, where permissible.
   1.6 Build internal contacts and participate in internal networks and relevant external networks in order to form relationships and collaborations.
   1.7 Continually update knowledge and understanding in field or specialism, and engage in continuous professional development.

2. **Teaching & Student Support**
   2.1 Undertake teaching duties, if required.
   2.2 Assist in the assessment of student knowledge and supervision of student projects if required.
   2.3 Assist in the development of student research skills, for example as part of a postgraduate supervision team.

3. **Contribution to School & University**
   3.1 Attend and contribute to relevant School, SSRP and project meetings.
   3.2 Undertake additional duties, as required by the Principal Investigator and/or Head of School.

4. **Role-specific duties**
   4.1 Conduct desk-based research (including literature review, data entry and analysis).
   4.2 Organise and carry out fieldwork activities that may include surveys, interviews, participant observations, focus group discussions, and other mixed methods.
   4.3 Organise meetings and workshops with key stakeholders.
4.4 Disseminate findings through conference and workshop presentations, academic and professional/technical publications, blogs and other appropriate channels.

4.5 Assist in identifying future funding opportunities, developing fund-raising concepts and strategies, and writing funding proposals.

This Job Description sets out current duties of the post that may vary from time to time without changing the general character of the post or level of responsibility entailed.

INDICATIVE PERFORMANCE CRITERIA

- A PhD or equivalent scholarly or relevant professional activity.
- Pursuing a line of independent research within a research group.
- Publishing research (either from a recently completed PhD or new original research).
- Other forms of externally recognised professional practice of creative output of a standing equivalent to regular publication of original research.
- Initiating, developing or participating in links between the University and external bodies such as business and industry, the professions, community organisations and policy-makers.
- Evidence of successful engagement in teaching or supervision.

PERSON SPECIFICATION

ESSENTIAL CRITERIA

1. Normally educated to doctoral level, or other equivalent qualification, or appropriate level of experience, as appropriate to the discipline (see role-specific criteria below).

2. Evidence of engagement in high-quality interdisciplinary research activity.

3. Excellent presentation skills, with the ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.

4. Ability to work individually on own initiative and without close supervision, and as part of a team.

5. Ability to exercise a degree of innovation and creative problem-solving.

6. Excellent organisational and administrative skills.

7. Ability to prioritise and meet deadlines.

8. Excellent IT skills.
ESSENTIAL ROLE-SPECIFIC CRITERIA

1. PhD in any social science discipline.
2. Quantitative and qualitative research experience (e.g. surveys, focus groups, interviews, statistical analysis).
3. Experience with planning and undertaking fieldwork.
4. Ability to travel and spend extended periods of time in India.
5. Strong writing and communications skills.
6. Ability to organise and lead project meetings.

DESIRABLE CRITERIA

1. Emerging track record of high-quality publications in reputable journals and other appropriate media of similar standing.
2. Experience of generating research or knowledge exchange income.

DESIRABLE ROLE-SPECIFIC CRITERIA

1. Familiarity with scientific literature on sustainability and resilience in relation to small farms.
2. Familiarity with the Sustainable Development Goals.
3. Experience with social media.
4. Experience working at the intersection of disciplines.
5. Knowledge about or experience of India
6. Skills in relevant Indian languages (i.e. Hindi and/or local languages or dialects spoken in Uttarkhand and Madhya Pradesh)