

University of Sussex

ROLE PROFILES: RESEARCH

LEVEL 3 (building on the level of demand in Level 2)	<u>RESEARCH</u>
1 Teaching and learning support	<ul style="list-style-type: none"> • Contribute to the teaching and learning programmes in the department. • Develop and produce learning materials and disseminate the results of scholarly activity. • Supervise postgraduate research students.
2 Research and scholarship	<ul style="list-style-type: none"> • Develop research objectives, projects and proposals. • Conduct research projects individually and/or in collaboration with others. • Identify sources of funding and secure or contribute to the process of securing bids. • Extend, transform and apply knowledge acquired from scholarship to research and appropriate external activities. • Write or contribute to publications or disseminate research findings using other appropriate media. • Make presentations at conferences or exhibit work in other appropriate events. • Engage in subject, professional and pedagogy research as required to support teaching activities.
3 Communication	<ul style="list-style-type: none"> • Routinely communicate complex and conceptual ideas to those with limited knowledge and understanding as well as to peers using high level skills and a range of media.
4 Liaison and networking	<ul style="list-style-type: none"> • Collaborate actively within and outwith the Institution to complete research projects and advance thinking. • Participate in and develop external networks, for example to identify sources of funding, generate income, obtain consultancy projects, or build relationships for future activities.
5 Managing people	<ul style="list-style-type: none"> • Mentor colleagues with less experience and advise on personal development. • Coach and support colleagues in developing their research techniques. • Supervise the work of others, for example in research teams or projects.
6 Teamwork	<ul style="list-style-type: none"> • Take lead responsibility for a small research project or identified parts of a large project. • Develop productive working relationships with other members of staff. • Co-ordinate the work of colleagues to ensure equitable access to resources and facilities.

7 Pastoral care	• Deal with standard problems and help colleagues resolve their concerns about progress in research.
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8 Initiative, problem-solving and decision-making	<ul style="list-style-type: none"> • Assess, interpret and evaluate outcomes of research. • Develop new concepts and ideas to extend intellectual understanding. • Resolve problems of meeting research objectives and deadlines. • Develop ideas for generating income and promoting research area. • Develop ideas for application of research outcomes • Decide on research programmes and methodologies, often in collaboration with colleagues and sometimes subject to the approval of the head of the research programme on fundamental issues.
9 Planning and managing resources	<ul style="list-style-type: none"> • Plan, co-ordinate and implement research programmes. • Manage the use of research resources and ensure that effective use is made of them. • Manage or monitor research budgets. • Help to plan and implement commercial and consultancy activities. • Plan and manage own consultancy assignments.
10 Sensory, physical and emotional demands	<ul style="list-style-type: none"> • Balance the pressures of research and administrative demands and competing deadlines.
11 Work environment	<ul style="list-style-type: none"> • Depending on area of work and level of training received, may be expected to conduct risk assessment and take responsibility for the health and safety of others.
12 Expertise	<ul style="list-style-type: none"> • Possess sufficient breadth or depth of specialist knowledge in the discipline to develop research programmes and methodologies. • Use a range of delivery techniques to enthuse and engage students.