**University of Sussex**

**ROLE PROFILES: RESEARCH**

<table>
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<tr>
<th>LEVEL 3 (building on the level of demand in Level 2)</th>
<th>RESEARCH</th>
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| 1 Teaching and learning support                    | • 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                         | • 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                                    | • 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                           | • 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                                  | • 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                                         | • 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. |
| 8 Initiative, problem-solving and decision-making | • 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. |
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| 9 Planning and managing resources | • 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 | • Balance the pressures of research and administrative demands and competing deadlines. |
| 11 Work environment | • 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 | • 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. |