

Research Associate in Equitable Energy Systems

1 JOB DESCRIPTION

Faculty / School or Division: Faculty of Science and Engineering

Faculty/School or Division Address: Queens Building, University Walk, Bristol, BS8 1TR

Job Family:	Research and Teaching		
Grade/Pathway:	I/2a	Salary range:	£40,704 - £45,641 per annum
Hours of work:	35 hours	Contract type:	Open-ended with Fixed Funding until 31/12/2027 (Start date from 5/01/2027)
Work pattern:	Full Time	Vacancy Reference Number: ACAD108741	

1.1 Main Job Purpose

This is an opportunity to work within the ambitious and impactful SHINE project, bringing together an international, transdisciplinary team to understand and improve the design of energy systems to have a positive impact on well-being and inclusion in The Gambia and Ghana. Working with academic institutions, internationally recognised organisations, and government ministries in Ghana, The Gambia, South Africa, Nepal and Brazil, the project will research and develop design methodologies and pilot energy interventions that seek to drive an inclusive energy transition.

Based on inputs from transdisciplinary teams, the role holder will closely collaborate with the international partners to implement pilot energy systems in The Gambia and Ghana which will include overseas fieldwork. The role holder follow a mixed method approach, collecting and examining predominantly qualitative data (including but not limited to interviews, focus groups, participatory mapping) from the pilot energy systems. In addition, they will be integral in designing and refining the holistic SHINE framework incorporating data from the pilot energy systems. They will work closely with the broader SHINE team to understand the implications of the data, and developing methods to further understand the linkages between energy systems and well-being.

The data, designs, and methods developed as part of this project will be disseminated widely through a variety of different outputs for academia, policy makers, practitioners, donors, and with industry. The role holder will communicate with multiple partners, coordinating and in places leading data analysis and dissemination tasks.

1.2 Main Statement of Responsibilities

Research Responsibilities

- To plan and carry out research in accordance with the project aims.
- To co-produce research with international partner teams.
- To conduct literature searches and reviews.
- To research, collect and analyse qualitative data from multiple sources, both primary and secondary.
- To conduct comparative analysis on qualitative and quantitative data sets.
- To work with stakeholders to understand energy system requirements.
- To develop and refine the SHINE framework
- To co-design for energy system pilot study interventions.
- To analyse data from pilot studies and report outcomes.

Administration Responsibilities

- To present progress and outcomes at regular meetings with international partners.
- To write narrative reports that may serve as a formal project deliverable.
- To prepare publications for academic journals and present the results at international conferences.
- To maintain accurate and complete records of all findings.

Teaching Responsibilities

As this role is a Pathway 2 (Research) role, there are no formally specified teaching duties required of the role-holder. However, other commitments permitting, the role-holder may be given development opportunities to undertake activities such as teaching on Masters and Doctoral programmes and/ or supervising MSc dissertations within the School of Electrical, Electronic and Mechanical Engineering, as appropriate.

1.3 Relationships

Line manager: Dr Charlotte Ray

Key working relationships: Dr Bethan Charles (Co-lead), Dr Alastair Hales (Co-Lead), Dr Sam Williamson (Project Lead), Dr Joe Butchers (Co-Lead, University of the West of England), Dr Ana Bonell (Co-Lead, London School of Hygiene and Tropical Medicine).

1.4 Job Hazards/Safety Critical Duties (Pre-employment health screening)

N/A

2 PERSON SPECIFICATION

2.1 Relevant Experience, Skills and Knowledge

Essential

- Experience of interdisciplinary work.
- Experience of working as part of a collaborative team.
- Ability to undertake, process and analyse qualitative data, and draw conclusions from them
- Ability to undertake and process quantitative datasets, and draw conclusions from them
- Experience in undertaking self-directed research in an academic environment.
- Experience in formulating and writing reports and academic journal publications.
- Understanding of co-developing project designs and monitoring and evaluation processes.
- Experience of working with multiple stakeholders across a wide range of contexts, skills and abilities.

Desirable

- Experience of working in an international team to co-produce research.
- An understanding of energy systems layout, operation and governance.
- Experience of developing networks with organisations outside academia.
- Experience of engaging and interfacing with government/industry/civil society and developing strong relationships with partners and stakeholders.
- Experience in writing policy briefs and white papers.
- Experience in working in an international context.

2.2 Relevant Qualifications

Essential

- A PhD or near completion, or equivalent research experience in an academic, industrial or clinical setting equivalent to a PhD

2.3 Communication and Interpersonal Skills

Essential

- Strong verbal and written communication skills.
- Ability to work with academic and other stakeholders.
- Ability to communicate ideas with multiple stakeholders across a range of knowledge and experience.
- Communicating effectively as part of an interdisciplinary research team.
- Be able to collaborate with others in a collegial manner.

2.4 Additional Criteria

Desirable

- Willingness to travel to overseas (including The Gambia and Ghana) on behalf of the project.

3 CAREER PATHWAY AND OTHER RELEVANT INFORMATION

3.1 Career Pathways

All members of academic staff have a clear career pathway involving a series of levels with distinct role profiles, each with its unique requirements. Each profile sets out what is expected of an academic at the particular level. The role profiles also set out a collection of competencies expected for each level. Promotion to the next level may occur after these competencies have been attained in conjunction with the expectations outlined in the Promotions Process and Academic Promotions Framework (APF) applicable to the role. .

The academic pathways are as follows:

Career Pathway One - academic roles that combine teaching, research and administrative duties.

Career Pathway Two - academic roles focusing on research and associated administrative duties.

Career Pathway Three – academic roles focusing on teaching and associated administrative pathways

This post is located on Pathway Two. Role Summaries setting out what is expected of an academic at each particular profile level on pathway two can be found below. Please note that an appointment may be made at any level of the pathway.

A schematic diagram of the career pathways can be found at <http://www.bristol.ac.uk/hr/grading/academic/>.

The University has two procedures for promotions depending on the level of promotion being applied for as follows:

Promotion up to Senior Lecturer / Senior Research Fellow
Promotion to Associate Professor or Professor

The procedure for Promotion up to Senior Lecturer / Senior Research Fellow describes the process for anyone on the academic career pathways and is based on the concept of readiness as determined with managers using the Academic Promotions Framework (APF). Eligibility for making a case for promotion is subject to:

1. Having a contractual expectation and meeting the performance requirements described in the Promotion up to Senior Lecturer / Senior Research Fellow process
2. Completion of a full year of service following appointment and successful completion of their Initial Service Review (ISR)
3. Meeting the expectations set out in the CREATE policy for those with teaching responsibilities (pathway 1 and 3), e.g. those seeking promotion to Senior Lecturer should achieve and have been formally notified of their Fellowship (ratified outcome) through the University's CREATE scheme before applying

The procedure for Promotion to Professor covers staff for promotion to profile level d2 (Associate Professor) and profile level e (Professor) on all pathways in the [Academic Career Pathway](#) framework.

3.1.1 Role Summaries

Research Associate (Level a)

Role holders at this level are concerned with *assisting* an individual research leader or team to conduct a particular study (or group of studies). They will generally be involved in data generation and/or collection using standard and well-defined methods developed by others. They will be working under close supervision by, and direction from, a more senior researcher, who will be ultimately responsible for the project. This may be the entry level for some staff who are expected to train and/or develop to take on more senior researcher roles. Role holders will be provided with academic and pastoral support within the department (including counselling on realistic career opportunities) and training will be available designed to develop their competences and to prepare them to take on more responsibilities associated with a higher grade.

Senior Research Associate (Level b)

Role holders at this level will be experienced and professional researchers (or have considerable professional experience) and will be specialists in a particular area or methodology, drawing upon knowledge gained from postgraduate research and/or working within a Level a role. They will be *associated* with a particular project (or projects) and will contribute ideas, and/or enhancement of techniques or methodologies. They will be expected to do some writing for dissemination outside the Department. They will still be working under supervision, but will be expected to take significant initiatives in their work and consult with the Principal Investigator over the details of the project. They may, where practical, contribute to the department's teaching, through supervision of projects, overseeing practical classes, or taking small group classes. They will be provided with academic and pastoral support within the department and training will be available designed to develop their competences (including counselling on realistic career opportunities) and prepare them to take on more responsibilities associated with a higher grade.

Research Fellow (Level c)

Role holders at this level will have substantial experience of research (normally not less than six years). They will initiate and take responsibility for some research projects and may be Principal Investigators or, where a Research Council does not permit this, act as though they were Principal Investigators. They will be involved in administration relevant to their projects (e.g. helping to prepare bids for research funding), managing other researchers and monitoring research budgets. They will be expected to be undertaking research individually and/or collectively and to be advancing the state of knowledge and understanding within their particular area of expertise. They will be publishing regularly in high quality outlets. They are likely to provide some teaching support for the department (consonant with the terms of their funding). They will be expected to be establishing a growing reputation within their particular research field and academic discipline and to be developing and demonstrating intellectual independence.

Senior Research Fellow (Level d)

Role holders at this level will have extensive experience in research and research management. They will normally be Principal Investigators, leading collaborative research bids and research teams, or driving forward innovative research themselves. They will be involved in scholastic projects (e.g. editing journals and academic books), and be making a significant leadership and/or management contribution within their department or the wider university, to be participating in

national/international academic networks and conferences. They may be transferring their knowledge through some teaching and/or supervision to undergraduate or graduate students (consonant with the terms of their funding). Role holders at this level will be independent researchers and will have an established national and growing international reputation within their academic discipline generally and research field in particular.

Professorial Research Fellow (Level e)

Role holders at this level will have very extensive experience of research leadership and related management/administration. They will enjoy a wide recognition for their expertise within the academic community internationally (as evidenced by conference invitations, journal editorships, office holding in specialist groupings, associations with appropriate Research Councils etc.). They will have made recognised and significant contributions to the developing knowledge and understanding of their research area. They will already have responsibilities for the creation, initiation, development and overall management of significant research programmes. They will 'profess' their discipline within the Department, as appropriate and consonant with the terms of their funding. They may also carry significant leadership roles within the Faculty or University.

3.2 Additional Statistical Information

The role holder is encouraged join and engage with relevant research groups within the Faculty of Science and Engineering and the wider university, including the new Energy Systems Research Group.

3.3 Relevant Physical and Environmental Information

The role will involve desk and field work, travelling to both partners countries to support achievement of the research goals. The role holder will need to become familiar with and adhere to the Health & Safety standards in place and undertake Risk Assessments of their activities.

3.4 Key Contacts

Line Manager: Dr Charlotte Ray
Project Lead: Dr Sam Williamson