



JOB DESCRIPTION & PERSON SPECIFICATION

1. Job Information

Post Title: Research Fellow
Grade: 7
Salary: Competitive starting salary range from £38,784 up to £42,254 per annum (dependent upon experience) with the potential to progress. A discretionary range for candidates with exceptional experience can be discussed/considered.
Mode: Full time, Fixed Term for 24 Months
Ref No: 3819

The role of Post-Doctoral Research Fellow typically includes a range of duties and responsibilities from those itemised below under 'Duties and Responsibilities', depending on the requirements of the post. Additionally, any specific requirements of this post are summarised within the section headed "Job Purpose".

Job Purpose

As Post-Doctoral Research Fellow within the Centre for Agroecology, Water and Resilience (CAWR) you will play a key role in the AHRC-funded ARTEMIS project, which aims to uncover the untold stories of Greek rural communities by generating an integrated human-environment narrative that brings the rural heart of ancient Greece to light. Working closely with the project co-lead based in the Climate and Environmental Change research cluster at CAWR, and with colleagues at the Universities of Birmingham (UK), Patras (Greece), and Innsbruck (Austria), you will contribute to palaeoenvironmental reconstruction, pollen-based land-cover modelling, and integration of results with archaeological data to inform understanding of Holocene human-environment relationships in East Attica, Greece.

You will contribute to fieldwork in East Attica to retrieve sediment cores for analysis, and to conduct vegetation surveys and modern pollen sampling to enable estimation of Relative Pollen Productivity (RPP) for Greek taxa. You will lead laboratory analyses, including pollen, non-pollen palynomorph, and microscopic charcoal, of both modern and palaeoenvironmental samples. In collaboration with post-doctoral researchers based at Birmingham and Patras, you will be responsible for selecting and submitting material for radiocarbon dating and developing age-depth models for the sediment sequences. You will also have the opportunity to contribute to estimation of RPP for Greek taxa, and to develop your skills in quantitative land-cover modelling, including both the Landscape Reconstruction Algorithm (LRA) and the Multiple Scenario Approach (MSA).

You should have experience and expertise in palaeoenvironmental fieldwork, including sediment coring, and in pollen, non-pollen palynomorph, and microscopic charcoal analysis. You should have experience of selecting and submitting suitable samples for radiocarbon dating, and be willing to contribute to fieldwork for RPP estimation. Experience of age-depth model construction and sedimentological analyses including loss-on-ignition and particle size analysis would be beneficial, as would GIS and numerical data analysis skills.

Duties and Responsibilities

1. Plan and manage own research activity, including:
 - Designing, conducting and recording outcome of experiments and fieldwork.
 - Designing and managing equipment, rig-design, software, instrumentation.

- Designing and conducting literature and database searches and preparing reviews of findings.
 - Designing and/or undertaking data coding.
 - Ensuring data quality assurance procedures.
 - Analysis, interpretation and evaluation of research outcomes.
2. Develop research objectives and proposals for own or joint research, that incorporates the principles of impact planning. Contribute to impact activities in larger projects, under the direction of the Principal Investigator. Contribute to Research Excellence Framework (REF) impact rated nationally/internationally excellent.
 3. Identify new areas for research, develop new research approaches, apply innovative research methods and extend the research portfolio.
 4. Prepare proposals and applications to external bodies, e.g. for funding and contractual purposes.
 5. Plan and manage small-scale research activities using resources, laboratories and workshops as appropriate.
 6. Communicate complex research information using a range of methods and media, including to the public where appropriate. This may include material of a specialist or highly technical nature.
 7. Undertake the publication of your research results and outcomes with a view to developing a national/international profile. Publish in a variety of formats including via the project's website and through single-authored and collaborative peer-reviewed papers, as appropriate.
 8. Build internal and external contacts, participate in internal networks for the exchange of information and form relationships for future collaboration. Join external networks to share information and identify potential sources of funds.
 9. Undertake supervision of staff and/or students. Co-supervise projects at Masters Level and supervise research students with support.
 10. Continually update knowledge and understanding in the discipline and develop new research techniques and approaches to enable contribution within established research programmes.
 11. Contribute to teaching, learning and development programmes as appropriate, using research findings to inform curriculum development.
 12. Support assessment of student knowledge and supervision of projects; assist in the development of student research skills.
- AND other such duties as are within the scope and spirit of the job purpose, the title of the post and its grading.

3. PERSON SPECIFICATION – RESEARCH FELLOW

ATTRIBUTES	ESSENTIAL	ADVANTAGEOUS
<i>Education/ Qualifications</i>	Awarded PhD in Palaeoecology, specialising in Palynology, or evidence for thesis submission before the closing date for applications. Good degree (1st class or 2.1) in an appropriate subject such as Geography, Environmental Science, Earth Sciences, Botany, or Archaeology.	Masters qualification in environmental or archaeological sciences.
<i>Experience (Paid and Unpaid)</i>	Prior research experience related to palaeoenvironmental reconstruction. Expert knowledge of palaeoecology and palynology, and their use within archaeological interpretation. Research sufficient to produce excellent, high-quality publications and to communicate the results of their work to the wider public. Previous experience of active involvement in research at university level.	Knowledge and understanding of pollen-based quantitative land-cover reconstruction methods. Support of teaching and postgraduate project supervision in a Higher Education Institution. Participated in successful applications for research funding. Ability to contribute to the development of high-quality research grant applications and to take part in funded research projects. Ability to carry out public engagement, policy engagement and knowledge transfer activities. Experience of collaborative, interdisciplinary or cross-disciplinary research.

Research/Publications Special Interests	Ability to write up research for publication in high profile peer reviewed journals and present at national/international peer-reviewed conferences and events. A record of disseminating research outputs at appropriate conferences. Demonstrable up to date knowledge and understanding of relevant discipline and contribute to innovation and development in own field. Ability to lead and/or take responsibility for a small research project or identified parts of a large project. Interest in and enthusiasm for the subject matter of the project(s). Collecting evidence of research impact.	Assisted Principal Investigators in preparation of research-funding bids. Ability to collaborate with other researchers and produce appropriate collaborative outputs.
Job-related skills/ Aptitudes	Advanced knowledge of research methods and techniques used in palaeoenvironmental reconstruction (including sediment coring; pollen, non-pollen palynomorph, and microscopic charcoal analyses; selection and submission of samples for radiocarbon dating; presentation and analysis of palaeoenvironmental data). Demonstrate adherence to regulations e.g. ethics, legal requirements. Competency to conduct individual and collaborative research projects. Ability to develop research objectives, projects and proposals for own and joint research, with the assistance of a mentor if required.	Experience of Mediterranean palynology and plant identification. Experience of age-depth model construction. Experience of sedimentological analyses such as loss-on-ignition and particle size analysis. Experience of GIS and numerical data analysis. Research project management skills. Ability to manage a research project including supervision of the work of others and/or provision of expert advice and guidance to teams. Ability to identify sources of funding and contribute to the process of securing funds, with collaborators if required.

	Ability to manage time and work to strict deadlines. Good formal presentation skills. Use of relevant project management, survey and other specialist research software. IT skills to include familiarity with Microsoft Office suite and internet/ e-mail. Literature search skills including electronic databases.	
<i>Interpersonal Skills</i>	Excellent interpersonal, oral and written communication skills, using a range of media. Aptitude for working collaboratively on research development, delivery and dissemination. Highly self-motivated and organised, flexible, independent, innovative, creative thinker and able to tolerate working with different styles. Aptitude for working as part of a team. Commitment to working on interdisciplinary or cross-disciplinary research . Commitment to public engagement and knowledge exchange. Flexible approach to work. Presents a professional image to a range of external client groups/ stakeholders. Cultural sensitivity and a commitment to equal opportunities.	
<i>Other Requirements</i>	Able to take responsibility for developing their own career in partnership with the University.	

	May be required to work outside of normal 8.30 am to 5.00 pm hours including weekends, on occasion. Willingness to travel nationally and internationally. At least three fieldwork periods in Greece are planned, each likely for 1-3 weeks.	
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