University of Essex

RECRUITMENT PACK

This document includes the following information:

- Job Description
- Person Specification
- Additional information

Making an application:

Please complete the short on-line application form and attach the following 2 documents:

a) A covering letter setting out how you meet the requirements of the role as set out in the person specification.

b) A full curriculum vitae (CV) including any publications. You should specify your 4 most significant papers published within the past 5 years (or an equivalent number appropriate to being an early career researcher). Applicants from within the UK should indicate which publications have been submitted to the current REF and any assessment of the rating for each piece of work; For more information about the REF visit www.ref.ac.uk

Shortlisting is undertaken by a panel after the closing date on the basis of information provided and failure to upload the requested documents will result in an application being rejected.

We recommend that you take a copy of this recruitment pack to help with your preparation.

Our commitment to Equality, Diversity and Inclusion
The diversity of our community is more than where our staff and students come from. More than 1000 of our staff and students identify as LGBTQ+, more than 1,300 have declared a disability and many members of our community follow a religion or belief.

We recognise the value that diversity brings and so we want to recruit, develop, retain and motivate an increasingly diverse workforce. We also want to attract people who will be good citizens, who will contribute to the life of the University and whose behaviour will have a positive impact on those around them.

Our Strategy sets out how we will do this through the delivery of a fair and supportive working environment for all.

The University of Essex is proud to be part of the Disability Confident scheme and is committed to supporting diversity and equality, representative of our inclusive community. As part of our commitment to this scheme any candidate who has a disability and meets all the essential criteria for the role will be offered an interview.

Please note: We are only accepting on-line applications for this post. However, if you have a disability that makes it difficult for you to provide us with information in this way, please contact the Resourcing Team (resourcing@essex.ac.uk) for help.

Closing Date: 22 November 2026
Interviews are planned for: To be confirmed
Expected start date: To be confirmed

University of Essex

UNIVERSITY OF ESSEX
JOB DESCRIPTION

Job Title and Grade:	Senior Research Officer (ASR); Grade 8
Contract:	Full-time, Fixed term 1 February 2027 – 31 August 2029. The post is fixed term due to funding.
Hours:	Your hours of work are as required to perform the duties of your role, for a full-time employee this is normally 36 hours per week
Salary:	£38,784 - £41,064 per annum
Department/Section:	School of Computer Science and Electronic Engineering
Reports on a day-to-day to:	Principal Investigator of the project
Responsible to:	Head of Department (HoD)
Purpose of role:	The successful candidate will contribute to the EU Horizon-funded research project *'SAFARI: Semantic, AI-driven Federated Architecture for Resilience and Interoperability'*, which aims to enhance the resilience of critical infrastructures through an AI-driven decision-support and edge-coordination framework. The successful candidate is expected to have relevant skills and knowledge in areas such as edge networking, AI-based networking, deep reinforcement learning, and agentic AI. Furthermore, the successful candidate will be expected to conduct world-leading research, publish high-quality research outputs, and contribute to the preparation of future research proposals.

CONTEXT

The Senior Research Officer will work in the EU Horizon-funded research project 'SAFARI: Semantic, AI-driven Federated Architecture for Resilience and Interoperability'**.** The work will be carried out at the School of Computer Science and Electronic Engineering of the University of Essex.

The specific focus of the post is to lead on research topics related to developing resiliency techniques and frameworks by utilising AI and edge Internet components. The senior research officer will work on the edge, Network on Wheels (NoW), multipath routing, (Delay Tolerant Networks) DTN and AI for networking. The main objective will be to propose novel AI-enabled methods for providing resilient edge, agentic edge node, and Federated Intelligence. Also, the post holder is required to provide strong support for proposal writing for national and international funding agencies in related topics.

At Senior Research Officer level, a PhD (or close to completion) in a relevant discipline or equivalent level of experience is required. A substantial record of publications in relevant international journals and conferences is essential. Track record in proposal writing is highly desirable.

KEY RESPONSIBILITIES OF THE POST

- To engage in individual and/or collaborative research activity resulting in internationally excellent publications that is in keeping with Research Excellence Framework (REF) criteria.
- To contribute to the SAFARI project through research and development.
- To contribute to applications for external research funding appropriate in scale to career stage and subject area norms where appropriate.
- To enhance the scholarly reputation of the Department and the University by contact with the wider academic community and supporting knowledge exchange activity.

- To undertake leadership duties related to research appropriate to career stage and as allocated by the HoD.

- To contribute expertise and knowledge to departmental and/or institutional initiatives as directed by their Head of Department.

MAIN DUTIES OF THE POST

Research

- To develop research objectives and proposals for own or joint research under the direction of Principal Investigator (PI) Dr. Muge Sayit, Prof. Nikos Thomos and Prof. Haris Mouratidis.

- To conduct individual and/or collaborative research necessary to achieve the planned objectives of the SAFARI project.

- To undertake high-quality independent and collaborative research in the areas of AI for networking, multipath transmission, and future networks.

- To contribute research on delay-tolerant networking, edge technologies, and federated edge learning.

- To write up research results and lead and contribute to the project's deliverables.

- To disseminate research result as appropriate through research papers, conference presentations and research visits.

- To contribute to the development and maintenance or research resources (examples of which include household surveys, databases, specialist equipment and infrastructure, software packages and computer models) used within the Department or wider user community external to the Department.

- To, supervise and/or mentor postgraduate research students into relevant communities of research at Essex as appropriate to the departmental context to generate meaningful connections between research and education at Essex.

Leadership and Citizenship

- To play an active and constructive role in the Department and engage in activities beyond your own research team, (e.g. open days, staff meetings and relevant committees), as may be reasonably required by the Head of Department.

- To proactively participate in and develop internal and external networks and establish links with relevant academic and professional bodies, contacts and employers.

- To support knowledge exchange activities, for example, by contributing to the SAFARI use cases and pilot operations and engaging with organisations ensuring that appropriate impact of the research (outside academia) is achieved.

- To engage in continuing professional development in relevant subjects/disciplines, incorporating the outcomes from research and scholarship, ensuring skills are up-to-date and applied in education and research.

These duties are a guide to the work that the post holder will initially be required to undertake. They may be changed from time to time to meet changing circumstances.

TERMS OF APPOINTMENT

For a full description of the terms of appointment for this post please visit our website.

University of Essex

UNIVERSITY OF ESSEX
PERSON SPECIFICATION

JOB TITLE: Senior Research Officer (ASR); Grade 8	**POST REF: REQ10339**

QUALIFICATIONS / PROFESSIONAL RECOGNITION	**Essential**	**Desirable**
■ A PhD degree (or near completion) in Computer Science, Electronic Engineering or equivalent professional experience or practice	X	
EXPERIENCE/KNOWLEDGE	**Essential**	**Desirable**
■ Evidence of a developing research agenda, engagement in high-quality research activity and a developing research profile.	X	
■ A developing record of publications in internationally recognised, reputable journals (and other media of similar standing) appropriate to career stage and discipline norms, or evidence of research outputs such as reports and briefings.	X	
■ Experience of, or the ability to, generate income to support research and/or knowledge exchange appropriate to career stage and discipline norms.	X	
■ Experience of working with developing and/or maintaining research resources used within a Department or wider user community external to the Department (examples include development of software packages and computer models).	X	
■ Experience of contributing to small research programmes or defined areas of larger projects, and of developing research objectives and proposals	X	
■ Experience and knowledge of AI for networking	X	
■ Experience and knowledge of Edge Technologies		X
■ Experience and knowledge of emerging network technologies such as multipath routing, DTN, NoW		X
SKILLS/ABILITIES	**Essential**	**Desirable**
■ The ability and willingness to engage in knowledge exchange and outreach activities.	X	
■ The ability and willingness to complement and enhance the research project/department/school's education and research strengths and areas of planned development.	X	
■ Strong communication skills, both written and verbal.	X	
■ An appreciation of the value of appropriate technologies in research and an ability and/or willingness to deploy these when relevant.		X

■ Programming in C/C++ and/or Python	X	
■ Machine learning, Keras, Tensorflow or equivalent programs		X
■ Ability to publish papers in high quality journals and conferences		X
■ Ability to formulate optimization problems		X
PROFESSIONAL VALUES	**Essential**	**Desirable**
■ A commitment to helping develop dynamic communities of research and education at the University.	X	
■ A strong and well-articulated commitment to the University's values and mission to deliver excellence in both education and research (integrated academic practice).	X	
■ A commitment to respect individual learners and diverse learning communities and to promote participation in higher education and equality of opportunity for all learners via student-centred practice.	X	
■ A commitment to using evidence-informed approaches and the outcomes from research, scholarship and continuing professional development in their academic practice.	X	
■ An acknowledgement of the wider context in which higher education operate.	X	
■ A willingness to participate in extra curricula departmental activities (e.g. supporting recruitment, welcome and employability).		X
ELIGIBILITY	**Essential**	**Desirable**
■ The ability to meet UK 'right to work' requirements.*	X	

* The University of Essex has a responsibility under the Asylum, Immigration and Nationality Act 2006 to ensure that all employees are eligible to work in the UK. Prior to commencing employment, the successful candidate will be asked to provide documentary evidence to this effect. The University may be able to offer sponsorship under the Skilled Worker Route for this role. Further information about UK immigration requirements and working in the UK can be found on the Home Office website.

ADDITIONAL INFORMATION

Department

You can find more information about the department on our website:

https://www.essex.ac.uk/departments/computer-science-and-electronic-engineering

Our Strategy

Please find a link to our Strategy webpages below:

https://www.essex.ac.uk/about/university-strategy

General information

Informal enquiries may be made to Dr Muge Sayit (email: muge.sayit@essex.ac.uk). However, all applications must be made online.

The University of Essex is a campus-based University and all academic appointments are made with the expectation that you will be present on campus to fulfil the requirements of your position. At the time of a job offer, the possibility of hybrid working, will be discussed and considered on an individual basis, but you will be required to be based within the UK.

At the University of Essex we use consistent language and terminology that articulates more clearly the responsibilities for education, research and leadership/citizenship associated with each academic role. This will help new colleagues to understand the University values from the moment they engage either as an applicant or new colleague, and help them to understand the future career pathways available to them as they become more established in their role.

We advertise our salaries on a range to indicate the trajectory of progression that can be made. Appointments are usually made at the start of the salary range. The university salary structure includes automatic pay progression within the published grades, subject to service and performance. In addition to this, there are performance related annual pay review schemes in place.

Benefits

As an employer we offer a range of benefits and a commitment to career development and equal opportunities in an environment that both reflects and creates a rich interaction of people, disciplines and ideas.

- Pension scheme
- Generous holiday entitlement
- Competitive salaries
- Training and development
- Family Friendly policies
- On campus childcare facilities, for more information visit www.wivenhoeparkdaynursery.co.uk
- Relocation support package for qualifying staff
- Interest free season ticket loan
- Range of optional salary exchange tax benefits (pension and bicycle schemes)

Staff communities, networks and forums

We are proud to have a number of staff Networks including: Access Forum, Black Asian and Minority Ethnic community Staff Forum, Essex Women's Network, Global Forum, LGBTQ+ and Allies Community and Parent's Support Network.

Our Colchester campus based Faith Centre hosts regular services, meetings and events organised by our chaplains and faith representatives.

This document is produced by:

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