Royal Botanic Gardens Kew

Job Profile

Section 1: Job Description

Job Title: Senior Research Leader (Mycorrhizal Ecology)	**Post No:**
Band: F7	**Job family:** Science & Scientific Information
Directorate: Science	**Section/Dept:** Research/Ecosystem Stewardship
No. of Direct Reports: two plus project team – funding dependent and three research associates	**No. of Indirect Reports:** Project team members – funding dependent
Reports to (Position): Priority Leader	

Job Purpose:
To deliver RBG Kew's mission by: Leading and managing a team to develop and deliver excellence in research within the remit of the Ecosystems & Conservation Science Department, Research Division and Science Strategy 26-30.
Job Context:
Reporting to the HoD, this role involves managing a team of staff conducting challenging research within the remit of the Scientific Priority. The post holder is a principal research investigator and leads a research team within the Priority, generating research income and being responsible for the operational management of the research group. They are also responsible for developing the team's research and funding skillset for career progression, encouraging excellence. The postholder will encourage links and communication between departments and with key stakeholders outside the organisation. The postholder contributes to the overall running of the Science Directorate to a level commensurate with the grade of the post.

Accountabilities:

1.	Lead a programme of research and develop research questions within a discrete area of a wider research topic. Enable the programme/group/research area to generate sustainable income levels (each Band E within your area to develop research income of minimum £100K per year). Carry out collaborative projects with colleagues in partner institutions.	20%
2.	Line-manage the research team, setting clear task objectives and developing productive working relations. Provide academic supervision for Kew Research Fellows and research students.	10%
3.	Manage and monitor research resources, budgets and accounts	5%
4.	Contribute to establishing the strategic direction and setting standards for the work of the wider group	10%
5.	Generate research income, promote the research area and write funding applications for specific avenues of independent research (min 2 per year), with the intention of developing a minimum income of £150K per year.	20%

6.	Regularly write research articles (min 4 per year) for appropriate journals, book chapters and reviews (each grade E within your area to write research articles for appropriate journals, min 3 per year). Present papers at international conferences and other appropriate fora to disseminate research findings. Promote the research group locally, nationally and internationally, and liaise with sponsors, stakeholders, national agencies, and professional bodies.	15%
7.	Carry out teaching activities or public engagement activities, and contribute to policy advice and science communication in the Gardens.	20%

Management of Resources

All staff are responsible for management of their own time and resources.

Financial Responsibilities*:*

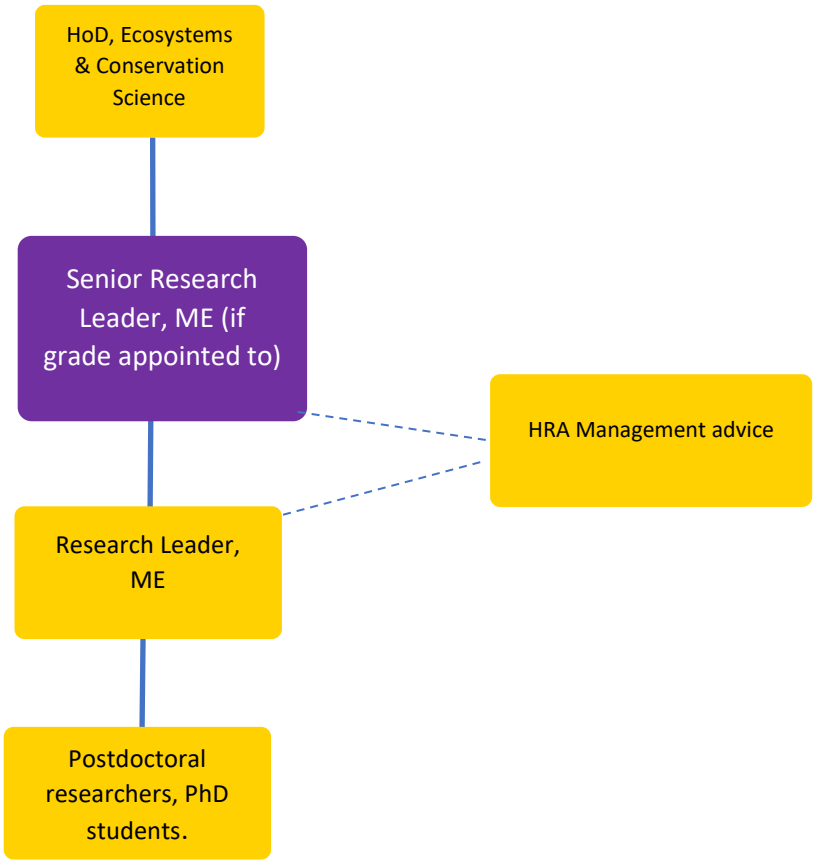
1.	Take responsibility for devolved budgets and comply with Kew's financial regulations; ensure compliance of Team members with Kew's financial regulations and operating procedures
2.	Manage income and expenditure in order to promote financial sustainability
3.	Ensure that equipment/facilities under the dept/team´s control are properly maintained and serviced as required

Management of People

1.	Manage team members (research staff and students)
2.	Ensure that HR policies and procedures are implemented
3.	Ensure that staff performance is managed appropriately and in a way that is consistent with the expectations of a Kew Scientist
4.	Engender a culture of excellence, innovation, co-operation and respect
5.	Make effective use of all staffing resources and seek opportunities for collaboration and joint working with others beyond the department and beyond the organisation
6.	Ensure all staff have access to the necessary support to enable them to contribute fully and develop their skills and experience
7.	Mentor Kew Research Fellows

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Position within the Team –



Section 2: Person Specification

Education and Experience

Essential
Hold a relevant PhD/DPhil, together with post-qualification research experience
Sufficient specialist knowledge to develop research programmes and methodologies
Strong publication record and a familiarity with the existing literature and research in the relevant field
Established international reputation and publication record
Experience of supervising staff
Experience of managing a research budget
Track record of successful funding applications
Desirable
Experience of providing academic supervision and of delivering teaching

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Job Specific Competencies

Essential
Detailed knowledge of problems, literature and appropriate methodologies in specialist field
Ability to lead and motivate a team of research staff
Ability to independently plan and manage a research project, including a research budget
Ability to raise research funds through making grant applications
Desirable
None