Royal Botanic Gardens Kew

Section 1: Job Description

Job Title: Research Leader – Mycorrhizal Ecology	**Post No:**
Band: E	**Job family: Science and Scientific Information**
Directorate: Science	**Section/Dept:** Science / Research / Ecosystem Stewardship
No. of Direct Reports: TBD, based on fundraising success	**No. of Indirect Reports:** TBD
Reports to (Position): Priority Leader, Ecosystem Stewardship	

Job Purpose:
To deliver RBG Kew's mission by: Being an active researcher within a research team and delivering excellence in science; developing a research group that address questions identified as Priorities in Kew's Science Strategy; working with other staff to deliver the key objectives of these Priorities; and communicating Kew's science through a range of media.
Job Context:
Reporting to the HoD of Ecosystems & Conservation Science/Senior Research Leader, the post holder leads a research team of their own providing day- to-day supervision for post-docs, PhD students, Future Leader Fellows. The post holder is responsible for their own grant-funded research within the wider research programme overseen by a Senior Research Leader. He/she contributes to the delivery of Kew's Science Strategy, and to the overall running of the Science Directorate as commensurate within the grade of the post.

Accountabilities:

1.	Develop research questions within a specific context, conduct individual research, analysing detailed and complex qualitative and/or quantitative data from a variety of sources, and generate original ideas by building on existing concepts. Develop, establish, and pursue appropriate analytical protocols and techniques to support research. Includes academic supervision of research students and collaborative projects with colleagues in partner institutions.	*45%*
2.	Regularly write research articles for prestigious journals (min 3 per year), book chapters, and reviews. Present papers at international conferences, and lead seminars to disseminate research findings. Promote the research group locally, nationally, and internationally and liaise with sponsors, stakeholders, national agencies, and professional bodies.	*15%*
3.	Raise research funds for own research area through funding applications (min 2 per year) with the intention of developing a minimum income of £100K per year. Share responsibility for shaping the research group's plans and contribute to the writing of group-funding applications for new research projects.	*15%*
4.	Manage and monitor research resources, budgets and accounts.	*5%*
5.	Agree clear task objectives, coach and manage other members of the group on specialist methodologies or procedures. Focus on own development, including research and professional training in areas of relevance for the position.	*10%*

6.	Carry out consultancy, teaching or public engagement activities, and contribute to policy advice and science communication in the Gardens.	*10%*

Management of Resources

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

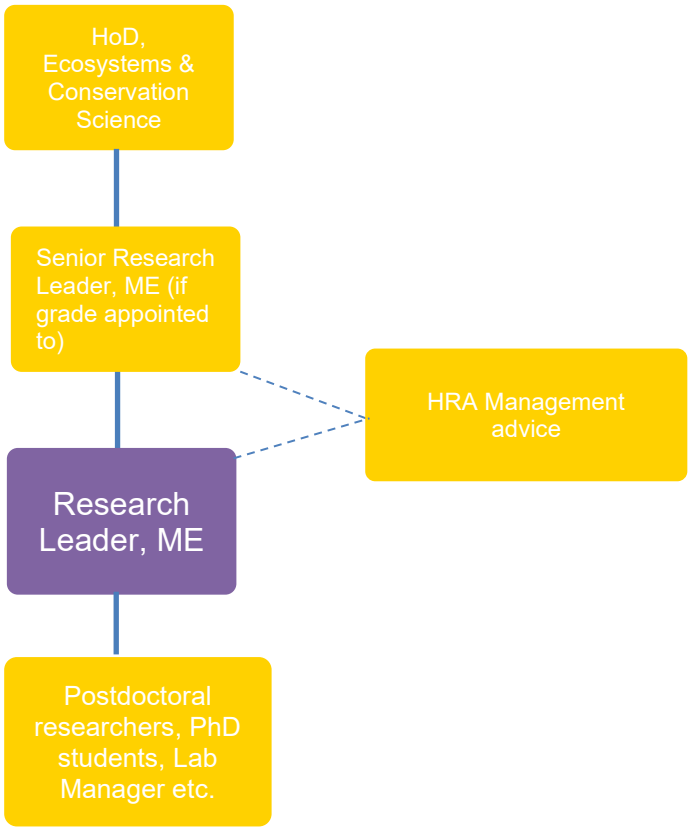
Financial Responsibilities*:*

1.	Take responsibility for devolved budgets and comply with Kew's financial regulations
2.	Manage income and expenditure in order to promote financial sustainability

Management of People

1.	Manage group of researchers/post-docs/PhD students
2.	Mentor Future Leader Fellows
3.	Promote a culture of excellence, innovation, co-operation, inclusion and respect
4.	Seek opportunities for collaboration and joint working with others beyond the department and beyond the organisation

Position within the Team –



Section 2: Person Specification

Education and Experience

Essential
Hold a relevant PhD/DPhil, together with significant post-qualification research experience
Sufficient specialist knowledge in the discipline to develop research and methodologies
Outstanding publication record and strong familiarity with the existing literature and research in the relevant field
Experience of making successful applications to competitive funding calls
Desirable
Experience of managing a research budget
Experience of managing staff
Experience of providing academic supervision and of delivering teaching

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