UNIVERSITY OF PLYMOUTH

JOB DESCRIPTION AND PERSON SPECIFICATION

Role: Post Doctoral Research Fellow

Faculty and School: Faculty of Science and Engineering/School of Geography, Earth and Environmental Sciences

Career Pathway: Research

Grade: 7

Reports to: Dr Jessie Woodbridge

Role Purpose:

To undertake research investigating the impacts of fire, climate and land-use change on UK peatland ecosystems as part of the PeatFiRes Leverhulme Trust funded research project. To carry out Earth Observation and remote sensing analyses of peatland vegetation, fire disturbance and post-fire recovery, and lead ecological modelling and interdisciplinary data integration. To disseminate research findings and support wider engagement activities. All activities undertaken within this role will be compliant with the University's policies, including Health & Safety, Equality and Diversity, Ethics, Data Protection etc.

Key Accountabilities/Primary Responsibilities:	Indicators of Success:
• Develop and carry out high-quality individual and/or collaborative Earth Observation research to assess the response of peatland vegetation to fire disturbance and post-fire recovery across UK study regions. • Lead ecological and statistical modelling, integrating Earth Observation, palaeoecological, climatic and land-use datasets to investigate drivers of peatland fire resilience, recovery trajectories and potential ecological tipping points. • Regularly disseminate findings by taking the lead in preparing high-quality publication materials for referred journals, presenting results at conferences (including national and international), or exhibiting work at other appropriate events. • Represent the School/Faculty/University externally in relevant research committees. • Engage with relevant professional bodies, external organisations and commercial users of academic facilities. • Develop and sustain links with relevant organisations to grow collaborations.	• Individual/School and University research profile • Participation in conferences/networks • High-quality research outputs as judged by accepted standards of excellence in relevant discipline • External profile and reputation • Individual contribution to the UK REF or overseas equivalent • Performance Development Review (PDR) feedback

- *This job description provides a general reflection of the key accountabilities associated with the post, and you may be expected to take on other reasonable activities to assist in efficient service delivery.*
- *Emphasis on specific accountabilities and indicators of success will be agreed as part of your PDR.*

• Conduct research related administration e.g. risk assessment, organisation of meetings and documentation, and ensure accurate and timely formal reporting and financial control.	
• Supervise and/or mentor junior colleagues and/or postgraduate research students. • Provide expert advice in own subject area to other staff and students. • Train/supervise and provide pastoral care to research students on projects, field trips and placements.	• Student satisfaction survey outputs • Student retention/completion rates • Peer feedback • PDR feedback
• Contribute to teaching and learning programmes and provide high-quality teaching as appropriate.	• Translation of research outputs to taught programmes • Module evaluations

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PERSON SPECIFICATION

Criteria	Essential	Desirable	Point of assessment
Knowledge, Education and Training: • PhD in remote sensing, geography, environmental science, ecology or a related discipline. • Knowledge of satellite Earth Observation, multispectral imagery and remote sensing approaches to environmental change. • Knowledge of GIS, spatial analysis and satellite image processing. • Knowledge of quantitative analysis and interpretation of environmental and spatial datasets. • Knowledge of statistical or ecological modelling and integration of remote sensing with other ecological data sufficient to enable innovation and new understanding in the field.	X X X X	X	*Shortlisting*
Experience: • Experience of conducting remote sensing or Earth Observation research, including analysis and interpretation of environmental datasets. • Experience of quantitative data analysis and statistical or ecological modelling. • Experience of preparing research outputs, including publications, reports or conference presentations. • Experience of working collaboratively within interdisciplinary research teams. • Developing track record of published research at the appropriate level. • Has plans to develop impact within area of research. • Track record of contributing to and/or developing collaborative research networks. • Track record of presenting research findings at meetings and conferences. • Developing track record of successful engagement with key research stakeholders, both internally and externally.	X	X X X X X X X X	*Applicant shortlisting and interview*
Skills and Attributes: **Drives innovation and action:** • Ability to contribute to and develop innovative remote sensing and modelling research on peatland fire resilience. • Intellectual agility in solving problems, particularly integrating Earth Observation, ecological and climatic datasets and developing quantitative modelling approaches.	X	X	*This section is used by the panel to inform interview questions for formal interview.*

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Demonstrates self-leadership, balancing personal needs with the University's strategic objectives:		X	
• Self-awareness with the ability to accept different views and self-regulate approach appropriately.		X	
• Skilled approach to planning, managing, organising and objectively assessing own research contributions.		X	
Develops self and others to deliver:			
• Ability to plan, manage, organise and assess own research contributions.		X	
• Ability to mentor and support junior research staff and students.			
Leads and operates amidst change and ambiguity:		X	
• Ability to take a long-term holistic view and remain focussed during times of change and uncertainty.		X	
• Ability to remain resilient, flexible and work with conflicting priorities.		X	
Builds and secures value from relationships:			
• Proactive in approach to seeking and managing research collaborations and opportunities for joint research projects.		X	
• Working effectively and collegiately as a part of an interdisciplinary team.		X	
• Fostering and developing good relationships between own School and the wider University, and with external partners.	X		
Creates and contributes to a shared vision, inspiring others:			
• Strong written, verbal and presentation skills.	X		
• Ability to communicate new and complex information effectively, both verbal and written, engaging the interest and enthusiasm of the target audience.			
Uses sound business judgement:		X	
• Contribute to the monitoring of resources and budgets where appropriate.		X	
• Support the identification of ways to diversify income and improve revenue.			
• Make evidence informed decisions in a transparent way whilst remaining accountable to self, the University and students.		X	

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