Job Profile Template

Job title	Research Assistant - Developmental Change and Plasticity Lab
Reporting to	Co-Director – Postgraduate Studies
Employer	Anna Freud
Salary	£29,546 FTE per annum, plus 6% contributory pension scheme
Location	Hybrid (a mixture of home/onsite working): working from home and Anna Freud, 4–8 Rodney Street, London N1 9JH, in line with Anna Freud's hybrid working policy. Specific working arrangements will be discussed during the interview process.
Working hours	Part-time (21 hours per week) - usual working hours are 09:00 to 17:00, three days per week. Some evening or weekend work may be required for which TOIL (time off in lieu) will be given.
Holidays	27 days plus Bank Holidays FTE
Contract type	Fixed-term – 12 months
DBS level	Enhanced with Adult & Child

About Anna Freud

We are a world-leading mental health charity for children, young people and their families. Our purpose is to take everything that we have learned over the last 70 years, and to transform the mental health of current and future generations of children and young people, to close the gap between mental illness and mental wellness – and to create a more compassionate society for everyone. Our vision is a world where all children and young people are supported effectively to enable them to develop their emotional and mental health, build on their strengths and achieve their goals in life. Our mission is to close the gap in wellbeing and mental health by advancing, translating, delivering, and sharing the best science and practice with everyone who impacts the lives of children, young people and their families.

Purpose and overview of the role

This role will entail recruitment and testing child participants, helping with data analysis and preparation of results. The work of the Developmental Change and Plasticity Lab focuses on studying cognitive, social and affective child development and its underlying neural mechanisms. Current projects include studying the development of cognitive control and control beliefs (agency) both in developmental populations that are typically developing or at risk of developing mental health problems. The central aim of our research is to better understand mechanisms of resilience during different developmental periods (i.e. childhood and adolescence) and to leverage this to design effective interventions to prevent the emergence of mental ill health and support development. Close liaison with children and caregivers will be an essential part of the role.

Main responsibilities of the role

Under the supervision of the Co-Director , the post-holder will:

- Support the development and maintenance of state-of-the-art analytic pipelines for behavioral, computational and neuroimaging data
- Support with the analysis of developmental longitudinal datasets
- Support with the analysis of large publicly available developmental neuroimaging datasets (i.e. ABCD, PING, ENIGMA)
- Actively recruit participants for the project consistent with the study objectives and timeline;
- Liaise appropriately with caregivers and other team members, and provide help and assistance as required;
- Conduct experiments and carry out assessment of children and their carers under the management of the Principal Investigator and research team;
- Record, help analyse and write up the results of experiments;
- Score and enter data;
- Help conduct statistical analyses of data where appropriate;
- Undertake appropriate training as necessary in order to ensure safe MRI scanning and management of children while participating in the project;
- Contribute to the induction and direction of other research staff and students as requested;
- Be responsible for ensuring that equipment is safe and maintained in working order;
- Be flexible as testing and recruitment will often take place during evenings or weekends.

All employee responsibilities:

- To maintain an awareness of and actively follow and promote Anna Freud's policies, including Health and Safety, Safeguarding and Information Governance;

- To complete all Anna Freud mandatory training, including but not limited to Safeguarding, Health and Safety, Equality and Diversity and Information Governance, within the required timescales;
- The welfare of the children, young people and vulnerable adults who come into contact with our services either directly or indirectly is paramount and all staff have a responsibility to ensure that best practice is followed, including compliance with statutory requirements;
- To lead by example by demonstrating the values and behaviours in the Anna Freud behavioural framework, making sure both how we work and what we achieve are equally important;
- To contribute to a values-led culture, recognising that the behavioural framework is shaped by staff across Anna Freud.

To be noted

This is not an exhaustive list of tasks; the employee will be asked to undertake other ad hoc tasks relevant with the scope and purpose of this role. This job description reflects the present requirements of the role, and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post-holder.

Person Specification

Before starting your application, please read the below in full to understand the requirements of this role. The key criteria which will help us to assess candidates are listed below. There is guidance to highlight at which stage the criteria will be assessed. **Please ensure all criteria listed to be assessed at application stage are evidenced in your supporting statement.**

Criteria	Assessment Method (Application/Interview)
Qualification/training, experience and/or knowledge	
Degree in Psychology or Neuroscience *and* further postgraduate training or qualification in some areas of professional psychology (e.g. affective neuroscience or developmental psychology) and/or research design and analysis	Application
Excellent knowledge of advanced quantitative methods and statistical analysis (e.g. linear mixed effects model, structural equation models, models commonly used for longitudinal data analysis, hierarchical Baeyesian analysis) with an excellent knowledge of research methodology	Application/Interview
Excellent knowledge of software packages used in research and data entry (e.g. MS Excel, Access), in the analysis of quantitative data (e.g. R, SPSS, Stata) and experimental and analytical software and programming (e.g. Matlab, Python)	Application/Interview
Experience of communicating with the general public in a professional capacity and building relationships with different stakeholders (parents, schools and allied professionals)	Application/Interview
Skills and/or abilities	
Effective written and verbal communication skills and ability to present information confidently in front of an audience	Application/Interview
Ability to interact sympathetically with participants from a variety of backgrounds, particularly with children who may have had adverse experiences and who may display problem behaviours	Application/Interview
Ability to work independently, reliably and consistently with work agreed and managed at regular intervals	Application/Interview
Other requirements	
Flexibility as testing and recruitment will often take place during evenings or weekends	Application/Interview

During the interview(s), candidates will be asked about our values and equity, diversity and inclusion (EDI). We expect everyone to actively demonstrate our values and inclusive behaviours in all areas of their work. Please read about our values and our commitment to EDI before starting your application.

Equal opportunity

We ask you to share your diversity dimensions with us as it helps us to identify, tackle and prevent any bias appearing across the employee lifecycle at Anna Freud. Monitoring this information allows us to understand how well our efforts to improve diversity, equity and inclusion are working. Your responses will be held securely by our Recruitment team in accordance with our privacy policy and will not be seen by recruiting managers or the interview panel at any stage, therefore your responses do not form part of our selection process. Please read our selection process for what to expect when applying for a role.

Further support

We want to ensure all candidates can access and apply for our vacancies equitably. We aim to provide reasonable adjustments where operationally possible for the work that we do. Please read our application guidance for frequently asked questions. If you require any assistance to apply or would like to find out more about the role, please contact us via recruitment@annafreud.org.

Post-interview

If successful after interviewing, you will be notified verbally with a job offer and pre-employment checks will be initiated.