Job Related Information

This document includes information about the role for which you are applying and the information you will need to provide with your application.

1. Role Details

<table>
<thead>
<tr>
<th>Vacancy reference</th>
<th>15406</th>
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</thead>
<tbody>
<tr>
<td>Job title:</td>
<td>Post-Doctoral Research Associate</td>
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<tr>
<td>Reports to:</td>
<td>Professor of Software Engineering</td>
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<tr>
<td>Salary:</td>
<td>£29,515 - £39,609</td>
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<tr>
<td>Terms and conditions:</td>
<td>Research</td>
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<tr>
<td>Grade</td>
<td>AC1/2 (appointment dependent on qualification)</td>
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<tr>
<td>Duration of post:</td>
<td>9 months</td>
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<tr>
<td>Working hours:</td>
<td>Full Time</td>
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<td>Location:</td>
<td>Milton Keynes</td>
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<td>Closing date:</td>
<td>Noon, 15 January 2019</td>
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<td>Type of application form accepted:</td>
<td>Short</td>
</tr>
<tr>
<td>Number of referees required:</td>
<td>Three</td>
</tr>
<tr>
<td>Unit recruitment contact:</td>
<td>Rekha Ramesh</td>
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</table>
2. Summary of duties

**Overall job purpose**
To work on the Agile Research Network (ARN) project, as directed by the project’s PI, Helen Sharp. The aim of the project is to investigate practitioner-identified problems, seek out research that may alleviate the problem and implement relevant practices, in conjunction with the organisation. Current research areas are business value, agile business transformation and agile sustainability/maturity.

The post holder will work alongside other full-time Research Associates, and four academic members of the project team. On occasion the work is expected to entail site visits in the UK requiring overnight stay.

**The project**
The Agile Research Network (see [www.agileresearchnetwork.org](http://www.agileresearchnetwork.org)) is a collaboration between researchers at two UK universities at the forefront of investigating Agile methodologies. The Open University (OU) has a strong research record in the use of Agile methods in practice. The University of Central Lancashire (UCLan) has a strong teaching focus at Undergraduate level, a practitioner-focused Masters programme, and a growing agile research group. As Agile methodologies are mature and become mainstream it is important to understand what implications and influences they have on organisations and individuals, and to assess the scope and nature of their effectiveness. ARN seeks to work closely with practitioners in their place of work to gain such insights and then disseminate findings to both practitioner and research audiences.

**Description of main duties**
- Engage with research partners to identify and elaborate research needs and new projects
- Seek out, read and summarise relevant existing research
- Plan, conduct and write-up new research
- Co-author reports and papers on relevant subjects

**Other duties**
- Undertake any other duties which may reasonably be required.
- Take reasonable care of the Health and Safety of themselves and that of any other person who may be affected by your acts or omissions at work.
- Demonstrate a strong commitment to the principles and practice of equality and diversity.

3. Person specification

**Requirements  (E = Essential/ D = Desirable)**

**Education, qualifications and training**
- Successful completion (or near completion) of a PhD in a relevant subject area.
## Knowledge, work and other relevant experience

### Essential:
- Successful completion (or near completion) of a PhD in a relevant subject area.
- Knowledge of agile software development.
- Experience of working or researching in a company or business.
- Experience of publishing in internationally leading conferences or journals, or evidence that such output will be forthcoming in the near future.

### Desirable:
- Experience of using theoretical frameworks from outside software engineering in research on agility.
- Experience of agile software development.
- Experience of undertaking research in empirical software engineering.
- Experience of software practice, e.g. developing software in a commercial environment.
- Experience of using a wide range of qualitative and quantitative research methods.
- Knowledge of the growing ‘business agility’ field.

## Personal abilities and qualities

### Essential:
- The ability to work independently as a researcher.
- Good communication, presentation and interpersonal skills.
- Ability to work effectively within complex team relationships.
- Ability to organise workloads and work to challenging targets and deadlines.
- Willingness to adapt and take a flexible approach to work.
- An understanding of equal opportunities and diversity.

### Desirable:

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### 4. Role specific requirements e.g. Shift working

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### 5. About the unit/department

**Faculty of Science, Technology, Engineering & Mathematics**
The newly formed Faculty of Science, Technology, Engineering and Mathematics (STEM) comprises:

- School of Computing & Communications
- School of Environment, Earth & Ecosystem Sciences
- School of Engineering & Innovation
- School of Life, Health & Chemical Sciences
- School of Mathematics & Statistics
- School of Physical Sciences
- Knowledge Media Institute
- Deanery including teams supporting Curriculum, Research and Enterprise, Laboratory Infrastructure and Faculty Administration

“We aspire to be world leaders in inclusive, innovative and high impact STEM teaching and research, equipping learners, employers and society with the capabilities to meet tomorrow’s challenges”
The Faculty of STEM consists of 700 staff and 1,800 Associate Lecturers. The Faculty delivers over 185 modules across undergraduate and postgraduate curriculum, supporting more than 20,000 students (full time equivalents) which is 29% of the OU total.

The Faculty generates more research income (circa £20M) than any other Faculty in the University, supported by a comprehensive laboratory infrastructure.

We are proud of our distinctive values and capabilities underpinning our aspiration:

**We are inclusive:**
- We transform people’s lives, ensuring STEM education is openly accessible to many thousands of students from diverse backgrounds – our students express high satisfaction with their study experience
- We engage the public in exciting citizen science and engineering, including through free open educational resources, multi-platform broadcasting, outreach to inspire the next generation and with programmes to encourage more women into STEM.

**We are highly innovative:**
- We are at the forefront of innovative developments in teaching practical science and engineering at a distance, through simulated and remote access laboratories and practical experimentation
- Our high quality teaching and curriculum are informed by world-leading research, strong links with professional bodies and communities of practitioners, as well as by scholarship focused on continuously improving our STEM pedagogy.

**We deliver significant social and economic impact:**
- We provide STEM higher education at a scale and reach unsurpassed in the UK, with a sizeable international reach and further growth potential
- We inject transferable STEM skills and knowledge direct into the workplace for immediate employee and employer benefit, as students combine study while working
- The employability value of our courses is underpinned by accreditation from leading STEM Professional Bodies and Learned Societies, as well as partnerships and sponsorship with leading employers
- Our high quality, applied and academically relevant teaching and research addresses real-world issues, delivering impact for industry and society, including addressing pressing STEM skill-shortages across the UK.

**School of Computing and Communications**
The School of Computing and Communications has around 80 academic and research staff, and is also home for a number of visiting researchers and full-time and part-time research students. Our main research interests lie in the areas of software engineering, communication technology, security/privacy, interaction design, intelligent systems, ubiquitous computing, technology enhanced learning, computational linguistics and the history of technology.

We teach a comprehensive range of undergraduate and postgraduate qualifications. We have 11,000 students registered for our undergraduate BSc degree. We pioneered an online Introduction to Cyber Security MOOC (http://bit.ly/1pMMKhh), hosted on Futurelearn, which has been studied by over 40,000 learners worldwide. We also have the distinction of being one of the first universities to integrate teaching of Internet-of-Things (IoT) within a computing module, which since November 2011 has been taught to over 6,000 students (http://oro.open.ac.uk/35693/).

We aim for, and achieve, international excellence in research and teaching, leading on many projects including smart cities development. The OU’s Computing research performed strongly in the Research Excellence Framework (REF 2014) assessment, with 75% of outputs rated world-leading or internationally-excellent (up from 70% in 2008), and an excellent research environment (100% rated world-leading or internationally-excellent).
As part of the OU’s Centre for Research in Computing (CRC), we focus our research in three major areas: human-centred computing; language, multimedia and knowledge technologies; and software engineering and design (see http://crc.open.ac.uk for more details).

Our strong sense of collegiality and community continues to shape and direct the interdisciplinary approaches used throughout our work.

6. How to obtain more information about the role or application process

If you would like to discuss the particulars of this role before making an application please contact Prof Helen Sharp on +44 (0)1908 653638 or email: helen.sharp@open.ac.uk.

If you have any questions regarding the application process please contact Rekha Ramesh on +44 (0)1908 659037 or email: STEM-Recruitment@open.ac.uk.

7. The application process and where to send completed applications

| Your application should contain: | • Completed short application form  
| | • Covering letter detailing your fit with the person specification  
| | • CV  
| Please ensure that your application reaches the University by: | Noon, 15 January 2019  
| E-mail your application to: | STEM-Recruitment@open.ac.uk  
| Or post it to Name/Job title: | Rekha Ramesh, Staffing Adviser  
| Department/Unit: | Deanery, Faculty of Science, Technology, Engineering & Mathematics  
| Address: | The Open University, Walton Hall, Milton Keynes, MK7 6AA  

8. Selection process and date of interview

| The interview panel will be chaired by: | Prof Helen Sharp, Professor of Software Engineering  
| The other members of the interview panel will include: | Dr Leonor Barroca, Senior Lecturer in Computing  
| The interviews will take place on: | To be confirmed  
| The selection process for this post will include | To be confirmed  

We will let you know as soon as possible after the closing date whether you have been shortlisted for interview. Further details on the selection process will also be sent to shortlisted candidates.

Applications received after the closing date will not be accepted.