HERA Benchmark OU87 Research Fellow Grade AC3

Note: Builds on the level of demand in OU86

Teaching and Learning Support

- Contribute to the teaching and learning programmes in the department.
- Supervise postgraduate research students.
- Undertake independent research.
- Act as a Principal Investigator.
- Lead a Research Team.

Research and Scholarship

- Develop research objectives, projects and proposals.
- Produce independent and original contributions to the subject area.
- Conduct individual or collaborative research projects.
- Identify sources of funding and contribute to the process of securing funds.
- Extend, transform and apply knowledge acquired from scholarship to research and appropriate external activities.
- Write or contribute to publications or disseminate research findings using other appropriate media.
- Make presentations at conferences or exhibit work in other appropriate events.

Communication

- Routinely communicate complex and conceptual ideas to those with limited knowledge and understanding as well as to peers using high level skills and a range of media.

Liaison and Networking

- Collaborate actively within and out with the University to complete research projects and advance thinking.
- Participate in and develop external networks, for example, to identify sources of funding, generate income, obtain consultancy projects, or build relationships for future activities.

Managing People

- Mentor colleagues with less experience and advise on personal development.
• Coach and support colleagues in developing their research techniques.  
• Depending on the area of work, could be expected to supervise the work of others, for example in research teams or projects.

**Teamwork**

• Act as a team leader.  
• Develop productive working relationships with other members of staff.  
• Co-ordinate the work of colleagues to ensure equitable access to resources and facilities.

**Pastoral Care**

• Deal with standard problems and help colleagues resolve their concerns about progress in research.

**Initiative, Problem-Solving and Decision-Making**

• Assess, interpret and evaluate outcomes of research.  
• Develop new concepts and ideas to extend intellectual understanding.  
• Resolve problems of meeting research objectives and deadlines.  
• Develop ideas for generating income and promoting research area.  
• Develop ideas for application of research outcomes.  
• Decide on research programmes and methodologies, often in collaboration with colleagues and sometimes subject to the approval of the head of the research programme on fundamental issues.

**Planning and Managing Resources**

• Plan, co-ordinate and implement research programmes.  
• Manage the use of research resources and ensure that effective use is made of them.  
• Manage Research finances.  
• Manage or monitor research budgets.  
• Help to plan and implement commercial and consultancy activities.  
• Plan and manage own consultancy assignments.

**Sensory, Physical and Emotional Demands**

• Balance the pressures of research and administrative demands and competing deadlines.

**Work Environment**

• Depending on area of work and level of training received, may be expected to conduct risk assessment and take responsibility for the health and safety of others.
Expertise

- Possess sufficient breadth or depth of specialist knowledge in the discipline to develop research programmes and methodologies.
- Use a range of delivery techniques to enthuse and engage students.

Other

- To achieve the specific objectives set for him/her for each research project undertaken.
- To undertake an annual CDSA.
- To be assigned an appropriate mentor.