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**Faculty of Science and Health**

**Department of Psychology**

**Research Associate**

**ZZ006101**

**Information for Candidates**

**THE POST**

Please see the attached job description and person specification.

**TERMS OF APPOINTMENT**

Full-time

Fixed term

Salary is in the range from £27,511 to £30,046 and progress to the top of the scale is by annual increments payable on 1 September each year. Salary is paid into a bank or building society monthly in arrears.

Working hours are normally from 8.30 a.m. to 5.15 p.m. Monday to Thursday and 8.30 a.m. to 4.15 p.m. Friday with one hour and ten minutes for lunch. As this post is research based, working hours will vary depending on the needs of the project so a flexible approach is required. Specific working hours will be agreed once an appointment has been made. Overtime is not normally payable but time off in lieu may be given.

Annual leave entitlement is 35 working days in a full leave year. The leave year commences on 1 October and staff starting and leaving during that period accrue leave on a pro-rata basis. In addition, the University is normally closed from Christmas Eve until New Year’s Day inclusive and on bank holidays.

The Appointee will be entitled to join the Local Government Pension Scheme. The scheme's provisions include a final salary based, index-linked pension with an option to exchange some pension for a lump sum on retirement together with dependants’ benefits. Contributions by the employee are subject to tax relief.

There is a probationary period of six months during which new staff are expected to demonstrate their suitability for the post.

There is a comprehensive sickness and maternity benefits scheme.

**All interview applicants will be required to bring their passport or full birth certificate and any other 'Right to Work' information to interview where it will be copied and verified.** The successful applicant will not be able to start work until their right to work documentation has been verified.

Please note if you are the successful candidate once the verbal offer of employment has been made and accepted, references will be immediately requested. It is the University’s policy that all employment covering the past three years is referenced. A minimum of two references is required to cover this three-year period of employment or study (where there has been no employment). One of your referees must be your current or most recent employer.

The successful candidate will need to bring documentary evidence of their qualifications to Human Resources on taking up their appointment.

To comply with UKVI legislation, non-EEA candidates are only eligible to apply for this post if it has been advertised for a total of 28 days.

If the position has a requirement for Disclosure and Barring Service check (DBS) or Non-Police Personnel Vetting (NPPV), this will be stated in the advert. Further information will be provided once the selection process has been completed.

All applications must be submitted by 23:59 (UK time) on the closing date published.



**UNIVERSITY OF PORTSMOUTH – RECRUITMENT PAPERWORK**

1. **JOB DESCRIPTION**

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| **Job Title:** | Research Associate |
| **Grade:** | 5 |
| **Faculty/Centre:** | Science and Health |
| **Department/Service:****Location:** | PsychologyKing Henry Building |
| **Position Reference No:** | ZZ006101 |
| **Responsible to:** | Professor |
| **Responsible for:** | Supervision of PhD and PGT students |
| **Effective date of job description:** | 13 January 2020 |

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| **Purpose of Job:** |
| The Research Associate will work on a research project involving the application of a new analytical method to quantify the complexity of communication via the face, by combining the Facial Action Coding System and Social Network Analysis. The Research Fellow will contribute to the application of the methodology and data collection in several captive and/or wild macaque species, and will work closely with a PhD student and another Research Associate on the project. **Project description:**Humans and other primates are capable of incredibly subtle and meaningful facial movements that are important channels of communication. Current evidence suggests that species characterised by more complex social systems (e.g. large social groups, individualised, diverse and long-term relationships) have more complex communication systems, in order to deal with their complex social lives. Testing this hypothesis is hampered by the dominant theoretical approach which conceptualises facial expressions as static configurations of the face, reflecting categorical internal states such as anger or fear (i.e. universal emotions). Scientists are trying to approximate complexity by forcing a species’ facial behaviour into these arbitrary categories, resulting in a number (usually between 2 and 10) used to compare species. We believe that this arbitrary classification is highly subjective, and does not account for the subtlety, variability and dynamism of communication via the face. First, the expressions may differ anatomically. Second, the expressions might blend with others, incorporate additional muscle movements at times, and link with others in complex sequences. Third, the expressions may not have the same duration and temporal dynamics. We will abandon the traditional categorical emotion approach to measuring facial expression, and instead develop a new theoretical and methodological framework. First, we will build a new tool (NetFACS) to measure the complexity of species’ facial repertoire by a series of continuous measures. We will combine an anatomically-based system to identify facial muscle movements (FACS: Facial Action Coding System), with a network approach which measures the relationships between units in a system (SNA: Social Network Analysis). NetFACS will measure the dynamic nature of facial movements and allow analysis of complexity at different hierarchical levels (individual muscle movements, sets of movements and the transitions between movements and sets of movements). This approach has the potential to radically change the study of facial expressions and open up new channels to investigate the evolution of complex communication, including language. Second, using NetFACS, we will test the hypothesis that social complexity drives the evolution of facial communication complexity. We will compare four closely related species characterised by different degrees of social complexity: rhesus, long-tailed, Barbary, and crested macaques.  |

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| **Key Responsibilities:**  |
| 1. To apply a method based on Social Network Analysis to analyse data obtained using the Facial Action Coding System.
2. To contribute to the collection of behavioural data and video footage of naturally occurring social interactions in macaques.
3. To contribute to data extraction using FACS and analysis using the above methodology.
4. To share research findings in departmental, national and international conferences and seminars.
5. To write papers for publication in peer-reviewed journals.

**Line Management Responsibilities**1. To liaise with the Principal Investigator to ensure the efficient operation of the research team
2. To work with and contribute to the supervision of postgraduate research students and research assistants.
3. Contribute to the operational planning and development of the department, including project work.
4. Deputise for the Principal Investigator where appropriate
5. Represent the research team at meetings where appropriate

Additional expectations of the role holder1. To communicate with team members and liaise and network with relevant other researchers and scientific societies.
2. To lead team meetings when required providing relevant and timely information, in order to aid decision making
3. To solve problems that occur during the length of the research project applying knowledge of subject area
4. Can deliver short one-off training sessions or lectures such as explaining how to the methodology developed for the project
5. To analyse research data and develop new evaluation methods, select existing methodologies determining when they should be applied
6. To participate in and contribute to a performance & development review (PDR), ensuring that work produced is in line with the Department/Faculty/University aims
7. To comply with the University's Health and Safety Policy and pay due care to own safety and the safety of others. Report all accidents, near misses and unsafe circumstances to line management
8. Any other duties as required by the Principal Investigator/Head of Department
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| **Working Relationships:**  |
| 1. Managed by a senior academic within the School/Department
2. Working with other researchers in the team and School/Department
3. Liaising with research and academic colleagues and support/technical staff on day-to-day issues
4. Managing research students/assistants/associates operating in the same laboratory/department.
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**2**. **PERSON SPECIFICATION**

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| **No** | **Attributes**  | **Rating** | **Source** |
| **1.** | **Specific Knowledge & Experience** |  |  |
|  | Experience in advanced quantitative data analysis methods using software package R  | E | AF, S |
|  | Experience in programming, modelling and simulation using software package R | D | AF, S |
|  | Experience with the Facial Action Coding System | D | AF, S |
|  | Experience with Social Network Analysis | D | AF, S |
|  | Experience of writing research article and funding applications | E | AF, S |
|  | Experience in behavioural observation methods | E | AF, S |
|  | Experience in video coding | E | AF, S |
|  | Research experience in Animal Behaviour or related field | E | AF, S |
|  | Previous experience of successfully managing a research project through to completion | D | AF, S |
|  | Previous experience of managing staff | D | AF, S |
| **2.** | **Skills & Abilities** |  |  |
|  | Ability to predict and solve problems when they occur | E | AF, S |
|  | Ability to plan, organise and prioritise workloads | E | AF, S |
|  | Good communication and interpersonal skills | E | AF, S |
|  | Good report writing skills | E | AF, S |
|  | Statistical data analysis skills | E | AF, S |
|  | Excellent presentation skills | E | AF, S |
|  | Project Management skills | D | AF, S |
| **3.**  | **Qualifications, Education & Training** |  |  |
|  | Degree in a relevant subject or relevant experience | E | AF |
|  | Completed PhD in relevant subject or equivalent professional experience | D | AF |
| **4.** | **Other Requirements** |  |  |
|  | Ability to motivate and engage others in research | E | AF, S |
|  | Ability to work on own initiative and as part of a team | E | AF, S |
|  | Ability to work to tight deadlines | E | AF, S |

**Legend**

Rating of attribute: E = essential; D = desirable

Source of evidence: AF = Application Form; S = Selection Programme (including Test and/or Presentation)

**JOB HAZARD IDENTIFICATION FORM**

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| **Please tick box(s) if any of the below are likely to be encountered in this role. This is in order to identify potential job related hazards and minimise associated health effects as far as possible. Please use the** [**Job Hazard Information**](http://www.port.ac.uk/departments/services/humanresources/occupationalhealthservice/jobhazardinformation/filetodownload%2C164407%2Cen.doc) **document in order to do this and give details in the free text space provided.**  |
| 1. International travel/Fieldwork
 | x | 13. Substances to which COSHH regulations apply (including microorganisms, animal allergens, wood dust, chemicals, skin sensitizers and irritants, welding fume)  |  |
| 1. Manual Handling (of loads/people)
 |  | 14. Working at height |  |
| 1. Human tissue/body fluids (e.g. Healthcare settings, First Aiders, Nursery workers, Laboratory workers)
 |  | 15. Working with sewage, drains, river or canal water  |  |
| 1. Genetically Modified Organisms
 |  | 16. Confined spaces |  |
| 1. Noise > 80 DbA
 |  | 17. Vibrating tools  |  |
| 1. Night Working

 (between 2200 hrs and 0600 hrs) |  | 18. Diving |  |
| 1. Display screen equipment
 | x | 19. Compressed gases |  |
| 1. Repetitive tasks (e.g. pipette use etc)
 |  | 20. Small print/colour coding |  |
| 1. Ionising radiation/ non-ionising radiation/lasers/UV radiation
 | 21. Soil/bio-aerosols |  |
| 10. Asbestos and or lead  | 22. Nanomaterials  |
| 11. Driving on University business: mini- bus (over 9 seats), van, bus, forklift truck, drones only)  | 23. Workplace stressors (e.g. workload, relationships, job role etc)  |
| 12. Food handling  | 24. Other (please specify)  |

**Completed by Line Manager/Supervisor:**

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| **Name (block capitals)** | JEROME MICHELETTA |
| **Date** | 17/01/2020 |
| **Extension number** | 6330 |

Managers should use this form and the information contained in it during induction of new staff to identify any training needs or requirement for referral to Occupational Health (OH).

Should any of this associated information be unavailable please contact OH (Tel: 023 9284 3187) so that appropriate advice can be given.