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**Faculty of Science and Health**

**Department of Sport, Health and Exercise Science**

**Senior Research Associate in Breast Biomechanics**

**ZZ007267**

**THE POST**

Please see the attached job description and person specification.

**TERMS OF APPOINTMENT**

Full-time

Fixed term

Salary is in the range from £31,406 to £35,326 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.

**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.

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:** | Senior Research Associate in Breast Biomechanics |
| **Grade:** | 6 |
| **Faculty/Centre:** | Science and Health |
| **Department/Service:**  **Location:** | School of Sport, Health and Exercise Science  Spinnaker Building |
| **Position Reference No:** | ZZ007267 |
| **Responsible to:** | Professor in Biomechanics / Head of School |
| **Responsible for:** | None |
| **Effective date of job description:** | November 2021 |

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| **Purpose of Job**: |
| Working autonomously with instruction from the research leader ultimately responsible for the project, (or group of studies), to carry out research analysing data, developing new evaluation methods and determining how best to apply them. Responsible for regularly managing elements of the project in line with the project terms of reference.  This role is based within the Research Group in Breast Health in the School of Sport, Health and Exercise Science at the University of Portsmouth (www.port.ac.uk/breastresearch). The Research Group in Breast Health are internationally renowned for research on the biomechanics of the breast. The group are responsible for many of the scientific publications in this area and regularly present work nationally and internationally. The Research Group is well known with millions of media mentions worldwide and commercial collaborations with many of the major lingerie, sports bra and sporting apparel manufacturers around the world.  The Research Group are looking to recruit a post-doctoral Senior Research Associate to join the team and contribute to commercial collaborations, research outputs, product testing and knowledge dissemination within the area of breast biomechanics. This role offers the opportunity to be involved in exciting and novel projects in order to develop a wide range of research experience. The role includes opportunities to travel to other laboratories, to collaborate with industry partners, to write papers, to develop new methods and processes, and to present work nationally and internationally. Under the leadership of an established Research Group the candidate would be able to expand their capabilities and profile. The Research Group has excellent facilities housed within a dedicated laboratory, which includes all the most up to date biomechanical facilities and equipment.  The project itself involves research and testing work with a major industry partner. This programme of research is a continuation of longer term projects investigating biomechanical methods for montioring breasts and bras. This partnership may contribute to product development and validation, offering a researcher the opportunity to undertake applied research that informs product development and ultimately results in products that are sold on the UK High Street (and around the world).  No previous experience in breast health is necessary, but knowledge and experience in biomechanics or relevant areas is essential. The candidate would be responsible for recruiting female participants to take part in sensitive data collection and therefore discretion and good inter-personal skills are also essential. Working autonomously with instruction from the Research Group lead ultimately responsible for the project (or group of studies), the candidate would be responsible for managing elements of the project in line with the project terms of reference. The role also involves regular contact with the sponsor, research data collection, analysis and write up/presentation. Additionally, there is an expectation to contribute to the wider research agenda of the Research Group. |

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| **Key Responsibilities:** |
| 1. To develop or expand appropriate methods to investigate unique questions within an applied research setting. 2. To recruit female participants, collect and analyse data, and present results to address original questions. 3. To present research project findings to a variety of stakeholders and to write reports and research papers submitted for publication 4. To maintain regular communication with the funder. 5. To contribute to activities within the Research Group in Breast Health and the School of Sport, Health and Exercise Science, this may include teaching opportunities and other administrative roles deemed appropriate.   **Additional expectations of the role holder**   1. In line with the research project aims and objectives, the role holder is required to plan, prioritise and organise their own workload, regularly managing the progress of elements of the research project. 2. To attend Research Group meetings when required providing relevant and timely information, in order to aid decision making. 3. To analyse research data and develop new evaluation methods. On occasions this may include selecting existing methodologies and determining when they should be applied. 4. Can assist with supervising a research student/assistant 5. Can deliver introductory workshops to students on topics such as research methods and biomechanics. 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 communicate with Research Group members, liaise and network with relevant others, ensuring effective working relations. 8. To solve problems that may occur during the research project using guidelines or a set of procedures. 9. To solve problems that occur applying knowledge of subject area. 10. Provide information, appropriate to the role, to relevant stakeholders. 11. 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 12. To support the University's commitment to equality, diversity, respect and dignity, creating an environment in which individuals will be treated on the basis of their merits, abilities and potential, regardless of gender, racial or national origin, disability, religion or belief, sexual orientation, age or family circumstances. 13. Any other duties as required by the Research Group leader/Head of School |

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| **Working Relationships:** |
| 1. Managed by a senior academic or Principal Investigator 2. Networking with other researchers in the Research Group and with research collaborators possibly external to the University 3. Liaising with research colleagues and support/technical staff on day-to-day issues 4. Working with and sometimes supervising research students/assistants operating in the same laboratory/department 5. Liaising with the research sponsor and any third parties deemed appropriate by the manager or sponsor. |

1. **PERSON SPECIFICATION**

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| **No** | **Attributes** | **Rating** | **Source** |
| **1.** | **Specific Knowledge & Experience** |  |  |
|  | Ongoing research experience within biomechanics or related field | E | AF, S |
|  | In-depth understanding of biomechanical, engineering and physics principles | E | AF, S |
|  | Strong data collection and analysis knowledge | E | AF, S |
|  | Experience of working with data sets | E | AF, S |
|  | Publication/presentation outputs | 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 |
|  | Presentation skills | E | AF, S |
|  | Project Management skills | D | AF, S |
| **3.** | **Qualifications, Education & Training** |  |  |
|  | PhD in biomechanics or related field. | E | AF |
|  | Postgraduate qualification in biomechanics/related field or relevant experience | E | AF |
| **4.** | **Other Requirements** |  |  |
|  | Ability to work with minimum supervision | E | AF, S |
|  | Ability to work on own initiative and as part of a team | E | AF, S |
|  | Creative, highly motivated and committed to undertaking research | 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 Interview, Test, 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/recruitmentandselection/informationforrecruiters/essentialinformationandformsforrecruiters/) **document in order to do this.** | | | |
| 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) |  |
| 2. Manual Handling (of loads/people) |  | 14. Working at height |  |
| 3. Human tissue/body fluids (e.g. Healthcare settings, First Aiders, Nursery workers, Laboratory workers) |  | 15. Working with sewage, drains, river or canal water |  |
| 4. Genetically modified Organisms |  | 16. Confined spaces |  |
| 5. Noise > 80 DbA |  | 17. Vibrating tools |  |
| 6. Night Working  (between 2200 hrs and 0600 hrs) |  | 18. Diving |  |
| 7. Display screen equipment | x | 19. Compressed gases |  |
| 8. Repetitive tasks (e.g. pipette use, etc) |  | 20. Small print/colour coding |  |
| 9. 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)** | JOANNA WAKEFIELD-SCURR |
| **Date** | 8/11/21 |
| **Extension number** | 5161 |

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.