

RESOURCING/

JOB DESCRIPTION:



Post-Doctoral Research Associate

Ref Number:	SS-170-20
Salary Scale:	Grade 7 £34,804 - £40,322 per annum Appointment will likely be made at Grade 7:31, £34,804 due to funding restrictions
Contract:	For a fixed-term period of 3 years, Full time
School/Department:	School of Psychology
Location:	University of Kent, Canterbury Campus
Responsible to:	Professor Ayse K. Uskul (principal grant holder) or their nominee
Expected start date:	01 June 2020, or as soon thereafter

The Role

We are seeking to hire a Post-Doctoral Research Associate to conduct comparative research in behavioural economics for a project on the topic of honour and social interactions. The post is funded by a 5-year European Research Council Consolidator grant awarded to Professor Ayse K. Uskul, titled "The Cultural Logic of Honor and Social Interaction: A Cross-Cultural Comparison (HONORLOGIC)".

The successful candidate will work with principal grant holder Prof. Uskul and be responsible for experiment and survey design, data collection from samples in the UK and coordinating data collection in 11 other locations around the world. The successful candidate will also contribute to securing ethics approval for studies in all locations.

The project consists of four work-packages designed to examine the following question: "How do cultural groups that promote honour as a core cultural value approach coordinating with others, reaching compromise, and offering apologies?"

The two work packages that fall under the responsibility of this advertised post, will examine cultural differences and similarities (and role of honour) in:

- a) efficient coordination and cooperation and
- b) compromise.



The other two work packages (with one focusing on social orientation and cognitive style and another one focusing on honour and apologies) will be mainly under the responsibility of the other Post-Doctoral Research Associate who is already working as part of the research group. Where needed, however, contributing to the other two packages will also be expected.

Studies in each work package will involve data collection in 12 different locations, located primarily around the Mediterranean (Spain, Italy, Greece, Turkey, Cyprus (North and South), Lebanon, Tunisia). To broaden the comparative pool and link project findings to existing studies in cultural psychology, we will also conduct the studies in Korea, Japan, the UK, and the US. A research assistant will be responsible for data collection in each of the 11 locations outside of the UK, supervised by a local team member. The post holder will work closely with team members and their research assistants, oversee communication in the team and coordinate day-to-day activities to ensure comparability of the studies and successful completion of the project.

Given the project's heavy reliance on coordination between team members in different locations, excellent interpersonal, organisational, problem solving and (culturally sensitive) communication skills are key.

Key Accountabilities / Primary Responsibilities

- To develop, conduct, and coordinate the research as indicated in the designated project work packages, in line with the grant proposal
- To collect, manage and analyse all data planned in the two work packages of the grant and contribute to the analyses and write-up of studies in the other two work packages where needed
- To contribute to the writing of research papers addressing the project's research aims, in collaboration with the PI and the other Postdoctoral RA
- To undertake other scholarly activities to promote the project, nationally and internationally, including presenting the research at conferences and workshops

Key Duties

- Design experiments and surveys
- Collect data from samples in the UK and coordinate data collection in 11 other locations around the world
- Train Research Assistants in other locations
- Contribute to securing ethics approval for studies in all locations
- Coordinate the translation and back-translation of study materials
- Write up research work for publication and disseminate the project's findings, via conference presentations at relevant national and international conferences



- Help coordinate the international network of team members and plan international activities (e.g. project meetings and conference) in collaboration with the Project Officer
- Continually update knowledge and understanding in field or specialism
- Manage own research and administrative activities, with guidance if required
- Actively contribute to the research culture of the School of Psychology
- Such other duties, commensurate with the grading of the post, that may be assigned by Professor Uskul or their nominee

Health, Safety & Wellbeing Considerations

This role involves undertaking duties which include the health, safety, and wellbeing issues outlined below. Please be aware of these, when considering your suitability for the role.

- Regular use of Screen Display Equipment

Internal & External Relationships

Internal: The post holder will report to Prof Uskul and work directly with her on a day-to-day basis. The post holder will be part of a vibrant social psychology research group at the University of Kent (for more information see:

<https://www.kent.ac.uk/psychology/research/social/index.html>)

External: The post holder will be in regular communication with team members and their research assistants in all sites included in the project.

Person Specification

The Person Specification details the necessary skills, qualifications, experience, or other attributes needed to carry out the job. Please be aware that your application will be measured against the criteria published below. Applications will be deemed unsuccessful if an essential criterion is not met. This may also help you self-select if you are suitable for the role.

Selection panels will be looking for clear evidence and examples in your application which back up any assertions you make in relation to each criterion.

Qualifications / Training	Essential	Desirable	Assessed via*
A doctorate or equivalent qualification in behavioural economics or psychology—or an allied subject (or submitted thesis prior to the interview date)	✓		A



Experience / Knowledge	Essential	Desirable	Assessed via*
An excellent record of publications in quality peer reviewed journals, commensurate with stage of career	✓		A
Familiarity with research literatures on economic games measuring coordination and cooperation, decision-making, and (preferably) honour and/or cultural psychology	✓		A/I
Experience of programming and conducting economic games involving coordination and cooperation	✓		A/I
Experience of conducting advanced statistical analyses (ideally including multilevel modelling)	✓		A/I
Experience of independently using statistical packages such as R, Mplus, HLM7, MLWin	✓		A/I/T
Experience of designing experiments and surveys	✓		A/I
Experience of managing/conducting psychological and/or behavioural economics research across cultural groups	✓		A/I
Demonstration of ability to work as an independent researcher and be self-motivated	✓		A/I
Experience with and knowledge of open science tools (e.g., OSF, GitHub) and practices (e.g., pre-registration, registered reports)		✓	A/I/T

Skills / Abilities	Essential	Desirable	Assessed via*
Excellent interpersonal, organisational, and problem-solving skills required in communication with team members and coordination of research activities internationally	✓		I
Effective written and verbal communication skills	✓		A/I/T
Excellent oral and visual presentation skills	✓		I
High degree of initiative, independence, and self-motivation	✓		I
Excellent project management skills	✓		A/I/T



Ability and interest in working as part of an international team	✓		I
Coordination of translation and back-translation of study materials	✓		I/T
Attention to detail and proactive thinking	✓		I
Ability to meet deadlines and follow instructions	✓		I

Additional Attributes	Essential	Desirable	Assessed via*
Interest and willingness to learn how to address cross-cultural response biases in survey research	✓		I
Interest and willingness to train, supervise, and mentor students and research assistants	✓		I
Continued interest to develop professional profile, knowledge, and skills	✓		I
Ability to collaborate with colleagues within and beyond the School		✓	I
Willing and able to travel internationally	✓		I

***Criterion to be assessed via:**

A = application form or CV/cover letter

I = interview questions

T = test or presentation at interview

