

Job Description

Research Associate

Salary:	Grade 7
Contract:	Full time, fixed term
School/Department:	School of Psychology
Location:	Canterbury Campus
Responsible to:	Roger Giner-Sorolla

Job purpose

The successful candidate will work with Prof Giner-Sorolla and be responsible for data collection, data management, and data analysis on a two-year Leverhulme Foundation-funded research project. They will also help in research design, be responsible for dissemination of results through conference presentations, and help with the preparation of journal articles and other dissemination avenues regarding the project's findings.

The project seeks to gain comprehensive knowledge of the causes, benefits, and drawbacks of perceiving occupations collectively as "heroic" – a phenomenon witnessed recently not only during the COVID-19 pandemic, but also in treatments of police, military, and first responders. It consists of two validation studies, a correlational study, and twelve experimental studies. All participants will come from paid representative online samples in the United Kingdom.

Key accountabilities

- assist in research design and interpretation, and carry out data collection, management, and analysis of the studies in line with project aims
- take part in developing presentations and articles based on project findings and ideas
- present findings at conferences, and manage online dissemination of results
- actively contribute to the research culture of the School of Psychology

Key duties

The following are the main duties for the job. Other duties, commensurate with the grading of the job, may also be assigned from time to time.

- Develop, conduct, and coordinate the research as indicated in the grant proposal
- Manage and analyse the project's datasets, including preparation for open access
- Write up interim reports and regularly update the PI and other colleagues through internal meetings and publications
- Substantially assist in writing research for publication
- Take responsibility for presenting findings at international conferences and representing the research group
- Design and update a website for interim dissemination of project ideas and findings
- Manage research on own interests, whether or not related to the grant topic, with guidance if required
- Assist in administrative activities within the remit of the grant, such as funder reports or ethics applications
- Continually improve and update knowledge of theory, methods, and the research literature in fields relevant to the project

- Potentially become involved in light supervision and mentoring activities involving students doing research in the lab
- Such other duties commensurate with the grading of the post that may be assigned by the PI

Internal & external relationships

Internal: The post holder will report to the PI, Prof Giner-Sorolla, and will join in the research community together with graduate students and research assistants working under his supervision or other academics'. The researcher will interact, formally and informally, with researchers in social, moral, forensic, group and organizational psychology, each of which has an active and dynamic research group at the University: see for example <https://research.kent.ac.uk/core-fp/>, <https://research.kent.ac.uk/social-psychology/>, and <https://research.kent.ac.uk/csgp/>. Outreach to other disciplines is also possible.

External: The post holder will engage in the process of peer review for publication and engage with external labs and researchers through attending international conferences. They will also promote the project in other ways, for example, through social media and a dedicated website.

Health, safety & wellbeing considerations

This job involves undertaking duties which include the following health, safety and wellbeing considerations:

- Regular use of Screen Display Equipment
- Pressure to meet important deadlines such as might be inherent in high profile projects
- Overseas travel is a requirement of the role

Person specification

The person specification details the necessary skills, qualifications, experience or other attributes needed to carry out the job. Applications will be measured against the criteria published below.

Selection panels will be looking for clear evidence and examples in an application, or cover letter (where applicable), which back-up any assertions made in relation to each criterion.

Essential Criteria:

- A PhD or equivalent qualification/experience in psychology or a related discipline, either granted or submitted by the interview date (A)
- Experience with writing and the publication process in quality peer-reviewed journals commensurate with career stage (A)
- Experience designing and conducting correlational and/or experimental quantitative research (A, T)
- Experience conducting advanced statistical analysis and producing data visualisations (A, I, T)
- Experience in managing quantitative datasets (A, I)
- Demonstrated ability to work as a self-motivated independent researcher (I)
- Familiarity with research literature in social psychology and related fields (I)
- Evidence of excellent interpersonal, organisational, and problem-solving skills (I)
- Effective written and verbal communication skills, including technical and scientific writing (A, I)
- Excellent oral and visual presentation skills (I, T)
- High degree of initiative, independence, and self-motivation (I)
- Interest and willingness to expand competence in relevant theory, literature, methodology, and professional development (I)
- Commitment to the aims of open science, integrity and transparency in research (I)
- Firm commitment to achieving the University's vision and values, with a passion for a transformative student experience and multidisciplinary, impactful research (I)

- Commitment to deliver and promote equality, diversity and inclusivity in the day to day work of the role (I)

Desirable Criteria:

- Involvement, as part of the PhD or otherwise, with research in social or organisational psychology that is relevant to the concepts and/or methods of the current project (A)
- Authorship of accepted or published peer-reviewed research publications, with broad relevance to the approaches and methods involved in the project (A)
- Experience with the specific research methods involved in the project, such as validation of manipulation and measures, or economic experiments (A, I)
- Demonstrable incorporation of specific and concrete Open Science practices into their own research, such as open data, preregistration, Registered Reports, or replication (A, I)
- Experience with conference presentations and other dissemination avenues such as web presence (A)
- Interest and willingness to support research in the lab community and to gain experience through supervision and mutual assistance with other researchers (I)

Assessment stage: A - Application; I - Interview; T - Test/presentation at interview stage