

Appointment details

Research Associate



Closing date
2 June 2016

Ref: R160144

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▶ About Aston University

Founded in 1895 and a University since 1966, Aston is a long established research-led University known for its world-class teaching quality and strong links to industry, government and commerce. Professor Dame Julia King became Vice-Chancellor of the University in 2006.

Outstanding graduate employability

Aston has been a leading university for graduate employment success for over 25 years. Over 75% of Aston graduates go on to a graduate level job within six months. The majority of Aston students choose to take an integrated placement year or year abroad, making them very attractive to employers. We have strong relationships with national and international graduate employers, as well as smaller and local employers. These relationships are extremely important and make a real contribution to graduate employability.

Aston University is 14th in the UK for 'Top universities by graduate earnings', ahead of UCL, Bristol, Warwick and Loughborough. (The Telegraph, 2015).

Career focussed programmes

Aston's close and established links with business, the public sector and the professions ensure that our career focussed degree programmes are inspiring, challenging and constantly updated to equip students with essential work-related skills and experiences.

Excellence in teaching and research

We are committed to high quality teaching and academic excellence, ensuring we provide the highest standard of education to our students. Aston has an excellent reputation for research which shapes and improves lives. We're proud of the quality of our research and the real world applications developed as a result – it makes a substantial and beneficial difference to people, organisations and society.

Aston's four academic Schools offer a range of undergraduate and postgraduate degree programmes, and also work with the public and private sectors to develop tailored Foundation Degree programmes.

International

Aston University is a popular choice for international students. We recognise and welcome the important academic contribution and cultural diversity international students bring to our university environment. Students from over 120 countries study at Aston University each year

Aston University is rated as one of the '100 most international universities in the world 2015.' (The Times Higher, 2015).

Birmingham – one of Europe's liveliest cities

Birmingham is internationally recognised as a leader in leisure, entertainment, shopping and sport. It is an international centre for business, commerce and industry, housing numerous UK and overseas banks and law firms. Birmingham attracts 25 million visitors each year and contributes billions to the national economy through manufacturing and engineering.

The University campus is located in the city centre making it very accessible to an extensive network of motorways and railways.

A green, sustainable campus

Located in the heart of a vibrant city, our 40 acre campus houses all the University's academic, social and accommodation facilities for our 9,500 students. All staff have the opportunity to contribute to our sustainability agenda and practices.



Welcome from Julia King DBE, Vice-Chancellor & Chief Executive

Dear applicant

The HE sector is currently experiencing an unprecedented scale and pace of change, combined with a high degree of ambiguity and uncertainty. Those universities able to adapt swiftly to a changing and increasingly competitive market will thrive. As a small, focussed University we have the advantages of agility, innovation and team working that some of our competitors do not. Our integrated placement year, our applicable, exploitable research, and our commitment to widening participation all help to make Aston distinct.

The 2014 Research Excellence Framework results reflect the 'world leading' and 'internationally excellent' research carried out by the many leading thinkers amongst our academic staff. Their research directly influences medical breakthroughs, advancements in engineering, policy and practice in government, and the strategies and performance of local and international business. The Times Higher Education REF rankings placed Aston University 35th in the UK and 78% of our submissions were judged to be World Leading or Internationally Excellent.

Teaching quality and the student experience must also continue to be an important focus. Like a number of other highly ranked institutions, we need to continue to improve student feedback and assessment, and we must continue to do all we can to address the needs of students.

We very much look forward to receiving your application and learning more about how you would contribute to Aston's continuing success.

Julia King, DBE FREng The Baroness Brown of Cambridge
Vice Chancellor & Chief Executive

▶ Aston Business School

Aston Business School has been conducting pioneering research into contemporary business and management issues for more than 60 years, making us one of the most firmly established business schools in the UK.

We are renowned for the quality of our teaching, the impact of our research and our supportive environment.

We provide students with an inspirational educational experience coupled with strong business links, offering them rapid career progression in international business.

We have a talented and ambitious faculty with a strong research reputation and a broad academic publication record. Our faculty also work with and support businesses and the community in many ways.

Our mission is to be the most inspiring and innovative business school in Europe.

Triple accredited

We are in the top one per cent of business schools worldwide with triple accreditation from AMBA, AACSB and EQUIS, the leading accreditation bodies for business schools in the UK, USA and Europe.

Other rankings include:

National Student Survey (NSS) 2015

- 90% overall satisfaction for undergraduate programmes at Aston University
- 95% for Marketing
- 92% for Economics and Law
- 91% for Accounting

Sunday Times University Guide 2015

- Top 20 for Business overall
- 5th for Accounting and Finance
- Top 10 for Marketing

Eduniversal Rankings 2014

- Joint 8th best business school in the UK, awarded four Palmes of Excellence

World leading

100 per cent of our business research achieved 3* and 4* impact in the 2014 Research Excellence Framework, the system for assessing the quality of research in UK higher education institutions.

Top for enterprise

We are one of only three business schools in the UK to receive the Small Business Charter Award at Gold Level for demonstrating exceptional dedication to supporting the small business community.

School organisation

The School is led by its Executive Dean, Professor George Feiger, supported by a team of Associate Deans and Heads of Academic Subject Groups. Together, the Deans, Heads of Subject Group, the Head of CELCA and the Head of Administration constitute the School's management committee.

The School is further supported in its work by an Advisory Board, whose membership is drawn from key stakeholders from the city of Birmingham and beyond.

► Job description

Applications are invited for a Research Associate to work on an EU-funded international research project on social entrepreneurship titled “Social entrepreneurship as a force for more inclusive and innovative societies (SEFORiS)” www.seforis.eu. Within SEFORiS, the Aston team leads a stream of research on the interplay of context and social entrepreneurship, which involves both quantitative and qualitative work. The Research Associate would be responsible to support and conduct statistical analysis of quantitative data to develop dissemination outputs including practitioner-focused and academic contributions. Additional qualitative data analysis skills are a plus. A key event that the Research Associate will support and prepare outputs for is the Dec 9th 2016 Aston dissemination conference. The Research Associate will also be expected to support the final project conference in Brussels to be held in April 2017. The successful applicant must be capable of delivering this work to tight deadlines, whilst also coordinating with colleagues in the Aston and wider SEFORiS team. It is therefore essential that the successful applicant must be able to work both collaboratively and independently. The post offers opportunities to engage with and develop original, high-quality research.

Aston University is a key partner in the SEFORiS multidisciplinary consortium of research institutions and practitioner organisations including the Katholieke Universiteit Leuven (KUL, Belgium), Stockholm School of Economics (Sweden), Hertie School of Governance (Germany), University Autònoma Barcelona (Spain), Innovation & Action Lab (Belgium), University of Aveiro (Portugal), CEFIR (Russia), NPI (China), NESST (Hungary), Unltd. (United Kingdom), and i-propeller (Belgium). The OECD, Harvard Business School and the EVPA act as advisors to the project. Seforis commenced on 1 Jan 2014 and will conclude 30 April 2017.

The successful applicant will work closely with Prof. Ute Stephan and Dr Emma Folmer, and will have joint responsibility for delivering Aston’s work within the project.

Responsibilities

- To support the publication of SEFORiS research in outlets of international standing, e.g. by co-authoring and supporting data analysis. The focus of research is on Aston’s work package with SEFORiS, i.e. interplay of (community, regional and national) context and social entrepreneurship.
- To actively support the dissemination of project findings, e.g., through the key conferences, and to independently analyse SEFORiS data and craft dissemination materials.
- To generate impact from the research through effective dissemination including to practitioners and policy makers.
- To be a reliable project partner, collaborate and proactively liaise with other partners in the SEFORiS project.
- To forge effective relationships with local bodies and social enterprises.
- To contribute to the work of the academic group and school as required and fulfil associated duties that are commensurate with the grade of the post.



► Person specification

	Essential	Method of assessment
Education and qualifications	<p>A undergraduate degree (upper second or first class honours) in a relevant subject such as entrepreneurship, management, psychology, economics, sociology or a Master's degree in a relevant subject.</p> <p>A doctorate (or close to submission) in a relevant academic discipline, ideally combined with a publication record in quality refereed national and international journals.</p>	Application form
Experience	Experience in conducting research to high standard including publishing research outcomes (or evidence of progress towards publishing).	Application form, interview and presentation
Aptitude and skills	<p>Demonstrated skill in quantitative data analysis and statistical software, for example in one of the following: SPSS, STATA or R.</p> <p>Ability to work accurately to tight deadlines both independently and as a member of a team.</p> <p>Excellent English Language communication skills (written, oral and presentation).</p> <p>Advanced use of IT including Word, Excel, PowerPoint.</p>	Interview and presentation

	Desirable	Method of assessment
Education and qualifications	Membership of relevant professional bodies.	Application form
Experience	<p>Experience of working on international research projects and across academic disciplines.</p> <p>Experience in the supervision of undergraduate or masters students projects.</p> <p>Experience of applying for external research funding.</p>	Application form, interview and presentation
Aptitude and skills	<p>Managerial and project management skills.</p> <p>Demonstrated skill in conducting qualitative research, such as case study research, and especially analysing qualitative interview data.</p>	Interview and presentation

▶ Salary & benefits

This post is offered on a full time, fixed term basis until 30 April 2017. The appointment is Grade 7 and the salary range for this grade is £27,328 to £29,847 per annum.

Holiday entitlement 30 days per annum, in addition to 13 days public and university holidays.

Pension Eligible staff are offered membership of the University Superannuation Scheme which is currently a defined benefit pension scheme but becomes a hybrid scheme from 1 October 2016.

Contribution pay The University's Performance Development and Reward Scheme provides for salary enhancement for staff who are considered to be performing at an exceptional level on a consistent basis.

Visit our website: aston.ac.uk/hr for full details of our [salary scales](#) and the [benefits](#) Aston University staff enjoy.

▶ How to apply and the selection process

Please visit our website aston.ac.uk/jobs to apply online. If you do not have internet access, call 0121 204 4500 and leave your name and address quoting the job title and reference number.

Closing date for applications 2 June 2016

Interview date 21 June 2016

Please contact Professor Ute Stephan for an informal discussion about the role.

Tel: +44(0) 121 204 3183, Email: u.stephan@aston.ac.uk

If you would like information on the progress of your application, advice on any aspect of the appointment process, or a conversation about our terms and conditions of service, please contact:

Lisa McClenaghan
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► Outline terms and conditions of the appointment

Qualifications	Successful candidates will be required to produce evidence of their qualifications upon joining the University
Medical clearance	It is a condition of appointment that newly-appointed staff receive medical clearance from the University's Health Centre.
Eligibility to work in the UK	<p>Candidates who are not citizens of the United Kingdom, or of another EEA member country, should ensure that they meet the requirements of one of the 5 tiers of the immigration points based system.</p> <p>Candidates should check their eligibility to enter or remain in the UK in advance of making any job application using the points-based calculator on the UK Visas and Immigration website. If you do not meet the minimum points requirement, you will not be able to work in the UK and any application for employment would be unsuccessful.</p>
Document checks	As a result of the implementation of sections 15 to 26 of the Immigration, Asylum and Nationality 2006 Act on 29 February 2008, the University requires all prospective and, in some cases, current employees, to provide documentation to verify their eligibility to work in the UK. Further information about these requirements can be found on the UK Visas and Immigration website .
Equal opportunities	<p>Aston University promotes equality and diversity in all aspects of its work. We aim to ensure, through our admissions policies for students, and our staff recruitment and selection processes, that we encourage applications from all groups represented in the wider community at a local, national and international level.</p> <p>The University will endeavour not to discriminate unfairly or illegally, directly or indirectly, against students or potential students, staff or potential staff. This commitment applies to all functions of the University and to any stage of an individual's career at Aston.</p> <p>An Equal Opportunities Monitoring Form is included with the application form.</p>
Data Protection Act 1998	<p>Your application will only be used to inform the selection process, unless you are successful, in which case it will form the basis of your personal record with the University which will be stored in manual and/or electronic files. Information in statistical form on present and former employees is given to appropriate outside bodies.</p> <p>Data you provide on the Equal Opportunities Monitoring Form will be included in a general database, for statistical monitoring purposes, enabling the University to monitor the effectiveness of its Policy, Code of Practice and Guidelines on Equal Opportunities in Employment. Individuals will not be identified by name.</p>
Disclosure and Barring Service (DBS)	Under the Rehabilitation of Offenders Act 1974, a person with a criminal record is not required to disclose any spent convictions unless the position they are applying for is listed as an exception under the act.

Full details of our terms and conditions of service and associated policies and procedures are available online at www.aston.ac.uk/hr.

Aston University
Employable Graduates
Exploitable Research

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