



OPPORTUNITY

Where change
gets real.



Reference: 0563-24

Grade: Grade 08

Salary: £37,999 to £42,632 per annum, depending on experience

Contract Type: Fixed term until 31/12/2025

Basis: Full Time

Job description

Job Purpose:

The Advanced Services Group (ASG) is the centre of excellence in research and practice on the topic of servitization and advanced services within Aston Business School, Aston University. We conduct foundational research of international excellence and support multinational businesses to grow and succeed through the development of outcome-based services and business model innovation.

We are looking to appoint a Post-doctoral Research Fellow to provide support and expand our emerging research and engagement activities around the topics of servitization, business model innovation, environmental sustainability and service-led business models. As part of this role, you will be working with an inter-disciplinary group of academics and industry partners who are involved in on our recently funded ESRC project on '*Understanding How Servitization Can Improve UK Economic Productivity and Environmental Performance*'.

The successful candidate will join a growing team of researchers, industry associates and business engagement professionals based within the Business School at Aston. This team have a wealth of expertise in carrying out world-class research and translating the findings of this work into the knowledge, tools and techniques that deliver business impact.

You will have a PhD in a related discipline, including business, management, economics, or engineering. You must be capable of working with group of academics and have experience or willingness in producing high quality publications. You will need to have good interpersonal and communication skills to collect empirical data, and the knowledge of the dominant paradigms, theories, and empirical methods applicable to the above-mentioned topics. Candidates who have strong knowledge and experience in working with both multinational large and SME manufacturers would also be an advantage.

This is a full-time, fixed-term post until 31 December 2025, with the potential for further extension if we are successful in our research bidding activities. For informal discussions relating to this post, please contact Prof Ali Z. Bigdeli a.bigdeli@aston.ac.uk, +44 (0) 121 204 3384.

Main Duties/Responsibilities

Research

- ▶ Interpret and write up of findings for high quality academic journal publications and professional/industry articles.
- ▶ Disseminate research findings through academic as well as business-focused conferences and workshops.
- ▶ Collect and analyse Qualitative & Quantitative data through relevant and suitable methods.
- ▶ Engage with the research team and industrial partners to develop quantitative models about servitization, productivity, and environmental sustainability (Net-zero).
- ▶ Maintain a sufficient breadth or depth of specialist knowledge of the discipline and of research methods and techniques to work within established and new research programmes.
- ▶ Fully support the development of further research proposals, contributing novel ideas, concepts, and background material.
- ▶ Assist in the supervision of PhD students and MSc research projects.

Administration and External engagement

- ▶ Maintain accurate and traceable working records and follow the project timeline and the Data Management Plan.
- ▶ Assist in completing the annual report for the Research Council and Research fish repository.
- ▶ Arrangement of the project and partner meetings and workshops.
- ▶ Travel nationally and internationally to disseminate research outputs, participate in project meetings and activities and plan future research proposals.
- ▶ Actively contribute to research initiatives and collaborate with colleagues in and beyond the school as appropriate.

Citizenship

- ▶ To take part in the meetings and activities of the Advanced Services Group as well as those related to the research project.
- ▶ To demonstrate the University's leadership values through own actions and behaviour.
- ▶ To undertake such other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.

Additional responsibilities

- ▶ Engage in continuous personal and professional development in line with the demands of the role, including undertaking relevant training and development activities.
- ▶ Ensure and promote the personal health, safety and wellbeing of staff and students.
- ▶ Carry out duties in a way which promotes fairness in all matters and which engenders trust.
- ▶ Promote equality of opportunity and support diversity and inclusion as well as working to support the University's environmental sustainability agenda and practices.

Person specification

	Essential	Method of assessment
Education and qualifications	<ul style="list-style-type: none"> ▶ An undergraduate degree in a relevant subject. ▶ A doctorate (PhD) in a relevant field, including operations management, operations research, business analytics, information systems, data sciences or engineering. 	CV, Application form
Experience	<ul style="list-style-type: none"> ▶ Experience of conducting quantitative data analysis. ▶ Experience of developing quantitative modelling and knowledge in statistical packages (such as SPSS or SAS). ▶ Simple programming knowledge (i.e., R or comparable frameworks). ▶ Knowledge of the dominant theories and empirical methods applicable in the relevant areas including servitization and product-service systems. ▶ Track record (or pipeline in development) of publication in high quality journals, and conference presentations in leading relevant conferences. ▶ Experience or willingness of working with a range of different organisations and with people at all levels of seniority. ▶ Experience or willingness of presenting research results to academic and non-academic audiences. 	CV, application form, interview, and presentation.
Aptitude and skills	<ul style="list-style-type: none"> ▶ Good writing skills and willingness to develop skills for writing for academic outputs and industry-focused publications. ▶ The ability to work as part of a large dynamic research team. 	CV, application form, interview and presentation

	Essential	Method of assessment
	<ul style="list-style-type: none"> ▶ The ability to work independently to measurable performance indicators in particular timescales and defined research outputs. ▶ Excellent verbal presentation skills. ▶ Networking and organisational skills and the ability to be flexible and responsive. ▶ Ability to work collaboratively to produce academic work, such as journal publications and official reports. 	

	Desirable	Method of assessment
Education and qualifications	<ul style="list-style-type: none"> ▶ Professional relevant qualifications and/or memberships of relevant professional societies. 	CV, application form, interview, and presentation
Experience	<ul style="list-style-type: none"> ▶ Publication records in high quality journals. ▶ Experience of teaching and training and developing associated materials. 	CV, application form, interview, and presentation
Aptitude and Skills	<ul style="list-style-type: none"> ▶ Demonstrated aptitude for writing collaborative research proposals. ▶ Record of coordination of scientific events, outreach programmes and/or scientific meetings. ▶ Record of participation in outreach to non-academic audience. 	CV, application form, interview and presentation

University values

All staff are expected to demonstrate/promote the University's values and expectations, which are an integral part of our strategy and underpin the culture of the University. In addition, our leaders are expected to be accountable, help to execute strategic visions of the University and share and set clear expectations that inspire those around them.

Values + Behaviours

				
Innovation	Collaboration	Ambition	Inclusion	Integrity
We strive for excellence within ourselves and others, providing solutions to new and existing challenges.	We work best when we are collaborative, working together to contribute to the Aston community.	We strive together for improvement and innovation looking ahead to see the bigger picture.	We treat everyone in our community equally and how they would like to be treated.	We are open, honest and fair. We take ownership of the way we work and how we treat each other.

How to apply

You can apply for this role online via our website <https://www2.aston.ac.uk/staff-public/hr/jobs>.

Applications should be submitted by 23.59pm on the advertised closing date.

All applicants must complete an application form, along with your CV.

Any CV sent direct to the Recruitment Team and Recruiting Manager will not be accepted.

If you require a manual application form, then please contact the Recruitment Team via recruitment@aston.ac.uk.

Contact information

Enquiries about the vacancy:

Name: Prof Ali Z. Bigdeli

Job Title: Professor of Industrial Service Innovation

Email: a.bigdeli@aston.ac.uk

Enquiries about the application process, shortlisting or interviews:

Recruitment Team via recruitment@aston.ac.uk or 0121 204 4500.

Additional information

Visit our website <https://www2.aston.ac.uk/staff-public/hr> for full details of our salary scales and benefits Aston University staff enjoy.

Salary scales: <https://www2.aston.ac.uk/staff-public/hr/payroll-and-pensions/salary-scales/index>

Benefits: [Benefits and Rewards | Aston University](#)

Working in Birmingham: <https://www2.aston.ac.uk/birmingham>

Employment of Ex-Offenders: Under the Rehabilitation of Offenders Act 1974, a person with a criminal record is not required to disclose any spent convictions unless the positions they applying for is listed an exception under the act.

Eligibility to work in the UK: You should ensure that you meet the eligibility requirements, including meeting the [English language standards](#). If you do not meet the eligibility criteria, any application for a work visa would be unsuccessful. Please see UKVI guidance for further information on eligibility, knowledge of English requirements and approved test centres <https://www.gov.uk/tier-2-general>

With the end of free movement for EU/EEA/Swiss nationals from 1 January 2021, the UK's new immigration system applies to all non-UK/Irish nationals who require a visa.

Where an individual is subject to UK immigration control, they will require a visa to work in the UK.

The following individuals do not need a visa for the UK, but do still have to prove their right to work before employment can commence:

- **British Citizens or Irish Nationals**
- **EU/EEA/Swiss nationals with Settled or Pre-settled status under the EU Settlement Scheme**
- **Non-EEA nationals with Indefinite Leave to Remain/Settlement in the UK**

The main routes available for those who need a visa to work in the UK are **Skilled Worker**, **Global Talent** and the **Graduate Route**.

You can find further information about each of these visa routes on our candidate immigration page.

If you will conduct research in your role, you may need to apply for and obtain ATAS clearance before Aston can issue a Certificate of Sponsorship for your visa application. Please see below for further details.

Academic Technology Approval Scheme (ATAS):

If you will conduct research in your role and you apply for a Skilled Worker or Temporary

Worker GAE visa, you may need to apply for and obtain ATAS clearance before Aston can issue a Certificate of Sponsorship for your visa application.

This process can take at least 6 weeks to process, and Aston will consider this when confirming your expected start date. Processing times will increase between April and September and can longer to complete.

There is no fast-track option available. ATAS certificates will be processed in order of receipt.

You can find more information about ATAS on our candidate immigration page.

Before you start and Right to Work

90-day entry vignette

If you have applied for your visa outside of the UK, you will receive a vignette in your passport which is usually valid for 90 days. Please make sure to travel to the UK within the 'valid from' and 'valid to' dates on this visa. If you entered the UK before or after these dates, you would not 'activate' the visa and you would need to leave and re-enter the country.

You will also receive a decision letter confirming details about your immigration permission and where to collect your Biometric Residence Permit.

Cost of Living - Estate and Letting Agents

There are numerous Estate and Letting Agents in and around Birmingham that can help you find suitable accommodation. The Midland Landlord Accreditation Scheme provides a list of professional agencies and landlords who have applied with them for accreditation. Whilst accreditation is not a guarantee of quality, it provides some reassurance about the standard of the service they provide.

You can also use property search websites such as Rightmove or Zoopla.

Equal Opportunities

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.

The University will endeavour not to discriminate unfairly or illegally, directly or indirectly, against student 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.

An Equal Opportunities Monitoring Form is included within the application form. 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, Codes of Practice and Guidelines on Equal Opportunities in Employment. Individuals will not be identified by name.

The salary being offered for this role is below the minimum threshold for required to sponsor new applicants to the Skilled Worker route. However, Aston University may be able to sponsor the successful candidate if they:

- Are under 25 years old
- Hold a PhD that is relevant to the role
- Have held a Student or Graduate visa in the last 2 years
- Are already in the UK with a Tier 2 or Skilled Worker visa

Please contact hr_immigration@aston.ac.uk if you would like to discuss your eligibility for Skilled Worker sponsorship.

Data Protection

Your personal data will be processed in compliance with the Data Protection Act 2018 and the General Data Protection Regulation ((EU) 2016/679) (“GDPR”). The University’s Data Protection Policy and Privacy Notices, including the Job Applicant Privacy Notice can be found at <https://www2.aston.ac.uk/data-protection>. 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.

Full details of our terms and conditions of service and associated policies and procedures are available online at <https://www2.aston.ac.uk/staff-public/hr/policies>

Aston University
Birmingham
B4 7ET, UK.
+44 (0)121 204 3000

www.aston.ac.uk