



OPPORTUNITY

Where change
gets real.



Grade: 8

Salary: £38,784 per annum, pro rata

Contact Type: Fixed Term

Basis: Part time (FTE 0.8)

Job description

Job Purpose:

We are seeking a part time post-doctoral research associate (0.8 fte), or two part time post-doctoral research associates (0.4 fte), to join the Aston Institute for Health and Neurodevelopment (IHN).

Mental health conditions are prevalent in children with intellectual disability and complex learning needs. However, barriers to mental health services are encountered, and many mental health conditions are unrecognised or untreated. School-based interventions are an accessible and feasible option. You will contribute to an Academy of Medical Sciences funded research project to obtain knowledge to inform the development of meaningful, effective and sustainable mental health interventions for children attending special educational needs (SEN) schools.

You will also contribute to, develop and lead research activities of the School either independently or as part of a team, through professional practice and expertise. In addition, to exploit external links with regional, UK and international bodies such as government agencies, schools, colleges, professional bodies, business and industry as appropriate to the subject discipline and School and/or University strategy.

Main Duties/Responsibilities:

Research

- To develop research objectives, projects and proposals for personal/joint research programmes consistent with the priorities and strategy of the School, with the assistance of a mentor if required.
- To write up and publish the outcomes of research in good quality publications.
- To present papers, posters, reports at seminars, conferences etc.
- To collaborate in research initiatives with colleagues in and beyond the School as appropriate.
- To identify sources of funding, develop and submit funding applications, securing external research funding.
- Where appropriate to School/University strategy and subject discipline, to participate in and develop external networks.
- To supervise and manage research projects
- To supervise PhD and other postgraduate students to completion.
- To coach junior colleagues in research.
- Lead data collection, and support data analysis, interpretation and dissemination of findings (co-authoring publications, attendance at conferences and stakeholder workshops)
- Conduct observations and behavioural assessments and collect questionnaire and survey data from children, families and schools
- Support ethics and governance processes and liaise with project partners
- Support the development of future grant applications
- Contribute to broader school or IHN activities as capacity allows

External engagement

- To represent the interests of the subject and School via activities to raise the regional, national and international profile, particularly with the professions, schools and businesses.
- To forge relationships with the professional bodies and other bodies representing relevant professional interests.

Additional responsibilities

- Engage in continuous personal and professional development in line with the demands of the role, including undertaking relevant training and development activities to develop themselves and support the development of others.

- 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	<p>A PhD (or near to completion) in Psychology or a closely related discipline.</p> <p>Achieved at least a 2.1 in undergraduate Psychology or equivalent</p>	Application form and interview
Experience	<p>Experience of initiating and conducting research up to doctoral level.</p> <p>Experience of writing up/contributing to the write up of research for high quality publications.</p> <p>Experience of producing papers, posters, reports presenting at seminars, conferences etc.</p> <p>Experience of positive collaboration within and outside of candidate's immediate research team.</p> <p>Supervising other personnel involved in the project.</p> <p>Experience of data collection and analysis with a clinically relevant population.</p> <p>Experience writing research protocols, ethics applications and governance documents.</p> <p>Experience of quantitative data analysis.</p> <p>Experience of conducting behavioural observations or assessments with people with neurodevelopmental conditions.</p>	Application form and interview
Aptitude and skills	<p>Knowledge of intellectual disability, autism and/or complex learning needs.</p> <p>Knowledge of the complex presentation of mental health concerns in people with intellectual disability or neurodevelopmental conditions.</p>	Application form and interview

	Essential	Method of assessment
	<p>High-level analytical and critical thinking skills.</p> <p>Ability to communicate complex information clearly in written and verbal form. Ability to present data in both a clear and concise manner that is visually appealing.</p> <p>Ability to prepare written communications to a high standard.</p> <p>Ability to develop and maintain a research programme and to publish in high quality publications.</p> <p>Ability to harness IT as a research and teaching tool.</p> <p>A willingness to undertake further training as appropriate and to adopt new procedures as and when required.</p>	

	Desirable	Method of assessment
Education and qualifications	<p>Experience contributing to research funding applications.</p> <p>Experience in co-design processes.</p> <p>Experience of running stakeholder workshops or knowledge exchange events.</p>	Application form and interview
Aptitude and Skills	<p>Knowledge of school-based interventions for mental health.</p>	Application form and interview

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

We strive for excellence within ourselves and others, providing solutions to new and existing challenges.



Collaboration

We work best when we are collaborative, working together to contribute to the Aston community.



Ambition

We strive together for improvement and innovation looking ahead to see the bigger picture.



Inclusion

We treat everyone in our community equally and how they would like to be treated.



Integrity

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: Dr Joanne Tarver

Job Title: Senior Lecturer

Email: j.tarver@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.

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