

**Faculty of Science
School of Environmental Sciences**

Senior Research Associate • Ref: RA1426

The Post

Applications are invited for a Senior Research Associate to undertake studies of ocean biogeochemical processes on the European continental shelf using autonomous vehicles. The SRA will work with Professor Jan Kaiser and others on the project "AlterEco: An Alternative Framework to Assess Marine Ecosystem Functioning in Shelf Seas", funded by the Natural Environment Research Council (NERC). The SRA will participate in the design and delivery of ocean glider campaigns in the North Sea. They will calibrate and analyse the resulting observations of nitrate, oxygen and chlorophyll a concentrations, and derive relationships between them as well as rates of relevant biogeochemical processes and ecosystem functions (e.g. productivity and respiration). They will document the work; write scientific publications for international, peer-reviewed journals and present the work at national and international conferences, and to stakeholders and policymakers.

You will be expected to:

- Work under the general guidance of the Principal Investigator Jan Kaiser.
- Contribute ideas, including enhancements to the technical or methodological aspects of the study, to the AlterEco research project, thus providing substantial added value.
- Determine and deploy appropriate methodologies for research, with advice and support.
- Write up their own research work for publication in respected journals and contribute as a team member to larger publications.
- Present research findings at international conferences.
- Contribute to grant applications.
- Contribute to the teaching of students in the School.
- Be involved in the supervision, with guidance, of final year undergraduate research projects as well as the day-to-day supervision of PhD students.
- Act as referee for external funding agency grant proposals and papers in international journals.
- Participate effectively in activities to achieve engagement with research, and/or impact beyond academia, including stakeholders and policymakers.

The precise duties will be agreed in discussion with the Manager/PI.

Informal Discussions

For an informal discussion please contact Professor Jan Kaiser, Professor of Biogeochemistry on Tel: 01603 593393 or email: J.Kaiser@uea.ac.uk).

The School

The School of Environmental Sciences is one of the largest and longest established academic departments in Europe to focus on the study of the global environment. We have 240 research, teaching and support staff in the fields of geosciences, marine and atmospheric sciences, climate sciences, environmental biology, social sciences and economics. Our success is built on high achievement within these disciplines, coupled with enthusiasm for collaboration between them and high ambitions for deepening integration.

In line with its strong interdisciplinary ethos, the School has no formal sectors or subdivisions by discipline, and research collaborations occur within and between the subject groupings mentioned above, together with common membership. Some elements of the School are organised into centres, which also have strong collaborations and joint membership across their loose boundaries. The School's outreach activity includes the weather forecasting company, WeatherQuest, the Community Carbon Reduction Project, CRed, and the HEIF-funded Carbon Connections programme, promoting technological innovations for carbon reductions. These latter organisations have recently combined to form the Adapt Low Carbon Group

The School has a range of geophysical equipment for use in gravity, magnetic, electrical and seismic survey work. Computing facilities available to the university research community include: the High Performance Computing Cluster; Linux support and provision of standardised Linux Desktop OS.

The School runs a number of Master's degree programmes, including MSc programmes in Environmental Sciences, Climate Change, and Environmental Assessment and Management (full-time and part-time). BSc programmes include Environmental Sciences, Environmental Earth Sciences, Environmental Geophysics, Geography, and Meteorology and Oceanography (with variants offered with a year in a number of other countries, or with a year in industry). One BSc degree programme, Environmental Geography and International Development, is taught jointly with other Schools.

Research Excellence Framework

In the 2014 Research Excellence Framework national assessment, the Faculty of Sciences at UEA submitted most of its staff to six units of assessment. Overall, 86% of our outputs, 83% of our research impact, and 96% of our research environment were judged to be internationally excellent or world leading.

The School of Environmental Sciences retained its world-leading reputation following the findings of the 2014 Research Excellence Framework national assessment, in which it was ranked in the top ten, and achieved the highest score in the UK for the quality of its research impact. 100% of the School's research environment was judged to be world-leading or internationally excellent.



The University of East Anglia is proud of the increasing diversity of its campus and works with staff, students and organisations around Norwich, Norfolk, regionally and nationally, to achieve its aim of being an inclusive place for study and work. The University is strongly committed to the Athena SWAN principles and is the proud holder of an institutional Bronze Athena SWAN award. This Award recognises and celebrates good practice in recruiting, retaining and promoting women in science, technology, engineering, mathematics and medicine (STEMM) in higher education.

In May 2015 the charter was expanded to recognise work undertaken in arts, humanities, social sciences, business and law (AHSSBL), and in professional and support roles, and for trans staff and students. The charter now recognises work undertaken to address gender equality more broadly as well as barriers to progression that affect women.

The School of Environmental Sciences is committed to the principles of the Athena SWAN charter; and we have obtained our own School level Bronze Award.

Further information about Equality and Athena SWAN at the University of East Anglia can be found here <http://www.uea.ac.uk/equality/athenaswan>

Our School aims to provide the facilities and the working environment that allows all staff and students to contribute fully, to flourish and to excel. Our School of Environmental Sciences Athena SWAN Committee is committed to recognising and addressing inequality and to promoting a culture that supports diversity and encourages women's wider participation and representation across the School's portfolio of activities. We recognise the importance of supporting women at all stages of their careers, and we proactively support women in applications for promotion, pay awards, flexible working, training and career development in both research and teaching.

The UEA campus has a range of facilities to promote family-friendly working. We have a fully equipped dedicated baby change and feeding room with hand washing facilities, baby changing station, fridge, microwave, bottle and food warmer, and a medical bed for rest purposes. Baby changing facilities are also available in our campus coffee shop. The campus has a medical centre, a

dental practice, and a nursery offering Ofsted-rated 'Outstanding' day care for children from three months until school age in purpose built surroundings with large outside play spaces.

We also support a range of flexible working initiatives, designed to promote a healthy work-life balance as well as supporting staff returning from parental leave and career breaks.

Many other aspects of the University contribute to the overall quality of life and work for our staff at UEA, further details can be found here <https://ired.uea.ac.uk/web/working-life/home>

Person Specification

The person specification for this post is attached as Appendix A.

GENERAL

Salary

Salary will be £32,004 to £38,183 per annum, on Grade 7 on the single salary spine. The normal expectation is that starting salary will be at the minimum of the advertised salary scale.

Starting date

This full-time position is available from 1 October 2017 for a fixed term period until 30 April 2020.

Terms and Conditions of Appointment

Full details of terms and conditions of employment for Research and Analogous Staff will be made available to the candidate to whom the appointment is offered.

Annual Leave Entitlement

There is an annual holiday entitlement of six weeks plus statutory (8 days) and customary (6 days) holidays.

Superannuation

The post is superannuable under the Universities Superannuation Scheme.

Proof of Qualifications

The person specification for this post lists qualifications that are essential and/or desirable and you may hold some or all of these qualifications. Please note that if you are offered the appointment you will be asked to provide original

certificates of these educational and professional qualifications. Please **DO NOT** provide these with your application.

Entitlement to Work in the United Kingdom

If you are shortlisted for interview you will be asked to bring to interview original documentary evidence of permission to work in the UK in line with a list of acceptable documents which we will provide to shortlisted candidates when invited for interview. Please **DO NOT** provide this with your application.

This vacancy is eligible for sponsorship under Tier 2 and, where appropriate, the University will apply for a Certificate of Sponsorship. Non-EEA workers who do not residency status within the UK and will require entry clearance or further leave to remain should familiarise themselves with the [Tier 2 \(General\) Guidance](#) .

Occupational Health Assessment

Appointment will be subject to a satisfactory Occupational Health Assessment to be carried out by the University's Occupational Health Service.

APPLICATION AND RECRUITMENT PROCESS

To apply for this vacancy, please follow the online instructions at: www.uea.ac.uk/hr/vacancies/

Your completed application and CV should be submitted by **31 August 2017**.

Please note that feedback will not normally be provided to those applicants who are not shortlisted for this post

Equal Opportunities Monitoring Form

Please note that the application form contains an Equal Opportunities section which must be completed.

The Equal Opportunities information will not be made available to the selection panel and will not form any part of either the short-listing or decision making process.

Referees

In naming referees in your application, please provide only those who can immediately be approached and one of these must be your current employer, or if not employed your most recent employer.

Interviews

It is anticipated that interviews will take place on **20 September 2017** and candidates who have not heard by this date should assume their application has been unsuccessful.

Successful shortlisted candidates may be notified of their interview times by telephone and/or email and it is therefore essential you include both of these in your application.

Candidates should note that travel and incidental expenses incurred in attending the interview will not be reimbursed.

This document is available in alternative formats e.g. large print, disc and on-line. If you need this document in an alternative format please contact us on 01603 593034, fax 01603 593522, or email hr@uea.ac.uk

PERSON SPECIFICATION

Post: Senior Research Associate Ref: RA1426 School: ENV		Prepared by: KH Date: 07/17
Criteria	Essential	Desirable
Education, Experience and Achievements	<ul style="list-style-type: none"> • PhD in oceanography or equivalent independent research experience. • Presentations of scientific results at international conferences. • First author-publication(s) accepted in international scientific journals. • Seagoing oceanographic experience. 	<ul style="list-style-type: none"> • Experience of scientific research using ocean gliders. • Knowledge of biogeochemical and physical processes in shelf seas. • Confident use of single-variable calculus.
Skills and Knowledge	<ul style="list-style-type: none"> • Demonstrable communication skills in English language. • Good laboratory skills. • Good computing skills (e.g. Matlab, Python). • Excellent writing and presentation skills. • Good time management and organisational skills. • Good interpersonal skills. • Initiative in planning research. 	<ul style="list-style-type: none"> • Excellent analytical skills in marine chemical measurements (e.g. Winkler titration). • Analysis of oceanographic data including quality control and calibration. • Proficiency in Matlab for data analysis and figure preparation.
Personal Attributes	<ul style="list-style-type: none"> • Ability to communicate complex information clearly, both orally and in writing. • Ability to work collaboratively with colleagues and students, including at sea. • Ability to organise their own time and work, to meet deadlines, and manage competing priorities. 	
Special Circumstances	<ul style="list-style-type: none"> • The SRA will be expected to participate in oceanographic field work in shelf seas. 	