

Researcher Developer (0.6 FTE)

Research Department

Permanent

The Role

Job Title	Researcher Developer
Department	Research – Glasgow campus
Reports to	Head of Research Support Services

Purpose

The Glasgow School of Art (GSA) is a leading small specialist HE institution for art, design and architecture. Our vision is to be a global leader and partner for quality research, innovation and impact in Art & Design, including creative practice research. Overall, 82% of GSA's research was assessed to be world-leading or internationally excellent in REF 2021.

Our strategic objective is to build on this excellent result by further developing a positive and supportive research culture, growing the number of academic staff who are enabled to undertake high quality research and supporting early career researchers in order to improve the sustainability and vitality of our research environment.

To achieve these ambitions, we seek to deliver a programme of effective training and leadership development for researchers at every career stage, and to work towards closer institutional alignment with the Concordat to Support the Career Development of Researchers. We therefore wish to appoint a dedicated Researcher Developer to develop, manage and deliver researcher development activities. The Researcher Developer will work with all of GSA's Schools and be based within our central Research Department.

Key Accountabilities

- Lead on planning, developing, coordinating and delivering a programme of training, guidance and mentoring to support the professional development and research skills of GSA academic staff and PGR students, as appropriate to different career stages and to our specialist disciplines.
- Contribute to development and implementation of strategic plans for researcher development.
- Prepare and provide online guidance and researcher development materials on the staff intranet and virtual learning environment.
- Provide one-to-one guidance to researchers on their academic skills and career development.
- Maintain a good understanding of the research training and development needs of GSA's academic staff.

- Participate in relevant HE-sector researcher training networks, including any Scottish initiatives in which GSA is involved.
- Liaise with Vitae and other sector bodies which focus on researcher development, and contribute to planning and reporting related to GSA's alignment with relevant sector benchmarks and standards, including HR Excellence in Research and the Concordat to Support the Career Development of Researchers.
- Attend and contribute to relevant committees and research-related meetings as required.
- Monitor and evaluate progress and prepare reports for institutional and external audiences on researcher development requirements, performance and outcomes at GSA.
- Participate in the School's Career Review and Development programme and undertake relevant staff development, where appropriate -- including suitable training to develop your own understanding of up-to-date sectoral standards for the professional development of researchers.
- Undertake other tasks and duties as appropriate and as agreed with the Head of Research and Head of Research Support Services, in line with departmental and organisational needs.

Relationships

- Internal
 - Head of Research
 - Head of Research Support Services
 - Deputy Director Research & Innovation
 - Head of Doctoral Studies
 - Research Leads in each of GSA's academic Schools
 - Academic research staff, including early career researchers
 - Postgraduate research students
 - Professional Services colleagues in the Research Department
 - Colleagues in GSA's Human Resources department.
- External
 - Vitae and other HE-sector organisations focused on the skills and career development of researchers
 - Scottish Graduate School for Arts and Humanities
 - Relevant researcher development and mentoring groups and networks in Scottish higher education.
 - External suppliers of research-related training and professional development resources.

Person Specification

The successful candidate will be a highly motivated individual with excellent interpersonal, communication and organisational skills, and significant experience of a wide range of aspects of undertaking academic research and/or supporting individuals to develop their academic research skills and capacity.

Qualifications

Essential:

- A first degree in a relevant subject.

Desirable:

- A research degree in a relevant subject.
- Professional teaching and/or training qualifications.

Knowledge and Experience

Essential

- Experience of working with academics and researchers in Higher Education, and a detailed understanding of the learning and development needs of the doctoral and academic research communities.
- Experience of designing, developing and delivering training and professional development initiatives for academic researchers, with demonstrable outcomes.
- Knowledge of the Researcher Developer landscape, including familiarity with the Concordat to Support the Career Development of Researchers.
- Detailed understanding and knowledge of the requirements of academic staff in relation to their research activities, including the barriers that they face.
- Proven understanding of Equality, Diversity and Inclusion, wellbeing and mental health in relation to the professional development of researchers.

Desirable

- Experience of working as a researcher developer in UK Higher Education.
- Familiarity with HE-sector standards and benchmarks for research careers, including the Concordat to Support the Career Development of Researchers.
- Experience of evaluation of professional development and reporting on outcomes and impacts achieved.
- Personal experience of working as an academic researcher, including relating to research leadership, integrity, funding, collaboration and impact.
- Understanding and/or experience of undertaking academic research through creative practice.

Skills

Essential

- Excellent verbal, written, presentation and interpersonal communication skills, with the ability to communicate and tailor content effectively to the needs of different audiences.

- Ability to plan, manage, coordinate, document, organise and assess their own professional development contributions.
- Ability to manage and deliver their own areas of responsibility and contribute to team-delivered activities.
- Ability to build positive relationships with academic researchers, to build key stakeholder alignment and engagement to deliver results.
- Highly organised, self-motivated and collaborative in a fast-paced working environment.
- Knowledge of how to develop online guidance and learning materials.
- Able to coordinate training programmes and to plan, including organising events, projects and other activity related to academic development.

Desirable

- Ability to research innovative academic development techniques in the sector and introduce as relevant to GSA.
- Proficient in the use of standard software tools for office work and software for the delivery of teaching and training (including online).

Terms and Conditions

Contract: Permanent

Probationary Period: It is recognised that there is an inevitable 'settling in' period in any post.

The probationary period is therefore an opportunity for the employee to fit within the culture of the School. It should also be determined during this time whether the job is in line with expectations as expressed in pre-appointment discussions, interview and as set out in the Job Description.

The probation period for this role is 6 months.

Hours of Work: 21 hours per week

Salary: Grade 7 (£41,931.00 - £52,841.00) per annum, pro rata

Holidays: 35 days plus 11 statutory holidays per annum

Pension: Local Government Superannuation Scheme

Notice Period: 3 months

To find out more information about the Glasgow School of Art, please visit our website;

<https://www.gsa.ac.uk/>