
University of Sunderland

Role Profile

Part 1

lifechanging



**University of
Sunderland**

Job Title	
Job Title:	Research Associate
Reference No:	
Reports to:	Dr Yitka Graham
Grade:	E
Working Hours:	0.5 days per week
Faculty/Service:	Health Sciences and Wellbeing
Location:	Helen McArdle Nursing and Care Research Institute
Main Purpose of Role:	To support the development of veteran health and wellbeing policy and underpinning research for the Military and Veteran Health Research Theme of the Helen McArdle Nursing and Care Research Institute
Key Responsibilities and Accountabilities:	<p>Faculty Specific:</p> <ul style="list-style-type: none">• Support the development of a policy framework for veterans and their families in Sunderland• Assist with write up of veteran health and wellbeing projects• Undertake external engagement with stakeholders for policy development <p>Generic to all Research Associate roles:</p> <ul style="list-style-type: none">• Develop and implement a personal research plan and where appropriate related reach-out plan.• Conduct individual and collaborative research and assist with related reach-out projects.• Assist with the dissemination of research findings and reach-out activities through publication, presentation or exhibition.• Continually update knowledge and understanding in field or specialism.• Translate knowledge of advances in the subject area or professional practice into research activity.• Assist in the development of student research skills.
Special Circumstances:	



Part 2A: Essential and Desirable Criteria

Essential

Qualifications and Professional Memberships:

- Educated to degree level or hold appropriate expertise in veteran health and wellbeing to support research development in this area.

Knowledge and Experience:

- In depth knowledge of wellbeing issues surrounding veteran health and wellbeing in the North East region
- Experience of face to face working with veterans and their families
- Knowledge of voluntary, community and social enterprise sector and how this aligns with the provision of health services (NHS, etc)
- Previous experience of working as a Research Associate in a Higher Education Institution
- Experience of securing collaborative funding for research

Desirable

- Experience of delivering research projects to time and target
- Presenting research and evidence to a wide range of audiences
- Experience of policy advocacy work

Knowledge and Experience:

- A thorough understanding of the needs of veterans and their families

Part 2B: Key Competencies

Competencies are assessed at the interview/selection testing stage

Analysis & Research

- Gathers data rigorously and conducts robust analysis, questioning assumptions and existing knowledge
- Develops hypotheses and concepts to explain data, events and phenomena
- Reports findings to wider community and is able to withstand challenge by relying on evidence gathered and processes used for analysis

Communication

Oral Communication

- Summarises and interprets complex, conceptual and special matters to aid others' understanding and aimed at their needs
- Uses appropriate styles and arguments to influence and negotiate satisfactory outcomes
- Monitors understanding of others, develops approach and takes corrective action if require

Written Communication

- Conveys information of a complex, conceptual and specialist nature using a range of styles and media selected to meet the needs of others
- Presents complex information in formats appropriate to non-specialists without comprising meaning
- Monitors the reactions of others and takes appropriate steps to remedy any miscommunications

Decision Making

Independent Decisions

- Considers wider impact of decisions, assesses possible outcomes and their likelihood
- Uses judgement to make decisions with limited or ambiguous data and takes account of multiple factors
- Distinguishes between the need to make a decision, when to defer and when not to take a decision

Collaborative Decisions

- Helps others to explore options that initially appear to be inappropriate or unfeasible and recognise when a decision is or is not needed
- Enables others to contribute to decisions
- Ensures that options are weighed, outcomes identified, and chances of success considered
- Challenges decisions, appropriately to ensure consideration and processes are robust

Provision of Advice

- Anticipates and highlights issues that need to be taken into account
- Outlines possible impacting factors, assessing their degree of influence on the choice of options
- Ensures previous learning is included

Initiative & Problem Solving

- Analyses problems to identify their cause
- Takes action to prevent recurrence of problems
- Considers possible solutions to identify those which offer wider benefits
- Obtains evidence to support intuition

Service Delivery

- Has accurate and up to date knowledge of services available in own and related areas of work
- Correctly refers customers elsewhere

	<ul style="list-style-type: none"> Ensures that the experience of each customer is positive and satisfactory
	Teamwork & Motivation <ul style="list-style-type: none"> Helps to clarify priorities and ensure they are understood by all Supports colleagues in need of extra help Acknowledges the achievement of colleagues
Date Completed:	20/04/2021