

Faculty/Service	School of Social Sciences
Section	Psychology
Post Designation	Research Associate
Grade	TO5 point 28
Post to which directly responsible	Academic project supervisor
Posts for which directly responsible	N/A
Purpose of Job	
To lead a company-based safety culture research scoping project at a division of a DAX chemical company in Ludwigshafen/Mannheim.	
Responsibilities	
<p>Responsibilities will include:</p> <ul style="list-style-type: none"> • Familiarisation with processes, job roles, culture, safety management systems, analysis of historical safety data, etc. • The collection and analysis of new data using mixed research methods (qualitative/quantitative): Focus groups, pilot experimental studies, interviews, surveys, ethnography (participant observation), etc. • The interpretation of existing and new data with a view to longer-term project planning beyond the duration of the scoping exercise. • Discussion and dissemination of scoping findings within the company and through academic outputs (where agreed). • At all times communicating effectively with company and Leeds Beckett University stakeholders. 	
Equal Opportunities	
We are committed to providing a non-discriminatory and harassment-free working environment for our employees. All our employees are expected to have due regard for those policies when carrying out their duties.	
Health and Safety	
You will maintain a positive attitude to Health and Safety in carrying out personal responsibilities and co-operate with Health & Safety policy/local rules/Codes of practice relating to Health and Safety.	
Physical Conditions	
You will be based at the headquarters of the DAX 100 chemical company located in Ludwigshafen, Germany, where you will spend time in production, laboratory and office environments. You will also regularly attend meetings at Leeds Beckett University.	
Relationships	
The post holder will work closely with staff in the School of Social Sciences and will be accountable to the academic project supervisor within the School's Psychology group.	

Terms & Conditions

Terms & Conditions of Service are as determined by the Vice-Chancellor for Research staff (within a framework set by the Board of Governors), and will have regard to any national recommendations arising from negotiations between the Universities and Colleges Employers Association (UCEA), and the recognised trade unions in so far as these are adopted by the Board / Vice-Chancellor.

Salary is up to £30,175 per annum, depending on experience.
Plus personal development budget £6k.

Annual leave entitlement is 25 days per annum
Hours of work per week = 38
This post is a 12 month fixed term contract.

Probationary Period

Appointment to this position may be subject to a probationary period of up to 6 months, in line with our probationary policy. A copy of our probationary policy is available on our website or on request from Human Resources.

Pre-employment Health Assessment

Our University aims to ensure that all employees are placed in a job that is compatible with their health and physical abilities. In accordance with the Equality Act, questions relating to health are asked following an offer of appointment. All offers of appointment are subject to pre-employment health assessment.

Qualifications

In accordance with our pre-employment processes, it is University policy to verify qualifications for successful candidates. We will need evidence of those qualifications required by the employee specification and claimed on the application form.

Closing Date

31 October 2017 (Midnight)

Please complete an online application. If you are unable to complete an online application, please contact Catriona Grey on either 0113 8126593 or c.grey@leedsbeckett.ac.uk who will be able to provide you with a hard copy application form.

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Please carefully read the notes of guidance enclosed with the application form and provide information to help us decide whether you meet the criteria below.

Qualifications, Skills, Experience & Knowledge	Essential	Method of Assessment (Application/ Interview/Test/Other)
1. A Bachelor's degree or diploma degree (preferably at least 2.1, or equivalent) in Psychology. A relevant Master's Degree in Organisational Psychology, Human Factors, Ergonomics, or Occupational Health Psychology.	✓	Application/ Interview
2. A strong academic background, preferably with publications in journals and/or conferences proceedings and enthusiasm for dissemination.	✓	Application/ Interview
3. Fluency in German and English, knowledge of Pfälzisch dialect helpful.	✓	Application/ Interview Presentation
4. Strong research methods knowledge and experience. Proficient at using statistical analysis software such as SPSS.	✓	Application/ Interview / Presentation
5. Experience of working in an industrial or research environment, preferably within a safety critical environment.	✓	Application/ Interview
Performance Attributes Please note that all the following criteria are essential .		Method of Assessment (Application/ Interview/Test/Other)
PLANNING & ORGANISATION 6. Self-motivated with the ability to plan and deliver projects, flexibly and to tight deadlines whilst maintaining excellent attention to detail.		Application/ Interview/ Presentation
TEAMWORK 7. The capacity to work well in both academic and industrial teams.		Application/ Interview
COMMUNICATION 8. Excellent communication and interpersonal skills.		Application/ Interview / Presentation
LEARNING & DEVELOPMENT 9. Commitment to company and academic knowledge building and self-development.		Application/ Interview

Whilst these performance attributes may relate to this role more specifically for recruitment and selection purposes, following appointment, all members of staff are expected to demonstrate effective performance across all six of our University's performance attributes. Please [click here](#) for further details.