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CANDIDATE BRIEF

Research Fellow / Senior Research Fellow, Centre for Employment Relations, Innovation and Change, Leeds University Business School

Salary: Grade 7 (£33,199 – £39,609 p.a.), or Grade 8 (£40,792 – £48,677) depending on skills and experience

Reference: LUBSC1402

Closing date: 9 August 2019

Interviews will be held in the week commencing 9 September 2019

We will consider job share and flexible working arrangements

Research Fellow / Senior Research Fellow – Labour Market and Workforce Data Analysis, Centre for Employment Relations (CERIC), Leeds University Business School

Are you an ambitious researcher looking for your next challenge? Do you have a research background in the areas of work and employment broadly conceived (for example, employment relations, sociology of work and employment, human resource management, occupational psychology, labour economics), supported by good theoretical and computational skills? Do you want to further your career in one of the UK's leading research intensive Universities?

The Centre for Employment Relations Innovation and Change (CERIC) is a leading research centre investigating the changing nature of work and employment and employment relations. It houses a critical mass of internationally regarded researchers that produce intellectually challenging work with genuine policy and practitioner impact. CERIC is currently looking to strengthen its expertise in quantitative data analysis and is looking to appoint a Research Fellow (at Grade 7), or a Senior Research Fellow (at Grade 8) who can contribute to a variety of research projects and research-related activities.

This is a highly challenging and academically stimulating position. Equipped with a strong background in data administration, statistical modelling and data analysis the successful candidate will work with different groups of academics on an eclectic range of current and new projects. For example, recent projects include surveys of employers' training practices, the experiences of workers in the platform economy, secondary analysis of administrative data on the legal profession in England and Wales to understand equality and diversity in the legal profession and secondary analysis of social surveys such as the Workplace Employment Relations Survey (WERS), the annual population survey (APS), Understanding Society and the European Social Survey.

The successful candidate will also be given the opportunity to pursue (or work towards pursuing) their own independent research programme in the field of work and employment relations (broadly conceived). Up to a third of your time will be devoted to your own research.

In addition to projects looking at the analysis of labour market and employment data, the successful candidate will contribute to an emerging strand of research that aims to understand how analytics can be better applied to the field of human resource management. In support of this programme, the post holder may work with CERIC academics and partner organisations on a broad range of quantitative analysis and applied people analytics projects, for example working with administrative data from an acute hospital to model staff attrition, with the broad aim of understanding how analytics can be applied to people management in organisational contexts.

What does the role entail?

As a Research Fellow / Senior Research Fellow, your main duties will include:

- Working flexibly to provide support for CERIC academics undertaking quantitative analysis for a broad range of research projects;
- Contributing to the development of a programme of HR analytics research:

  - Working on data architecture and administration; designing, organising, processing and checking data quality in large complex datasets and integrating data from multiple sources in a SQL environment;
  - Extracting meaning from data through simple visualisations using software packages like SPSS, SAS, Stata and R.

- Undertaking statistical modelling to identify meaningful correlations and causal relationships using software packages like SAS, Stata and R;
- Writing up the results of this research and contributing to research reports/publications, consulting colleagues for advice as appropriate;
- Presenting findings of research e.g. preparing papers, making presentations with guidance and advice as appropriate;
- In collaboration with academic colleagues generating original ideas based on the outcome of the analysis and interpretation;
- Contribute to training for student projects and/or research methods teaching, and participate in the University's Q Step Initiative;
- Contribute support for grant applications;
- Pursue an individual research programme in the field of work and employment relations (broadly conceived) under the mentorship of a more senior academic with the aim of becoming an independent researcher (grade 7) or pursue an

independent research programme in the field of work and employment relations that is compatible with inclusion in the REF (grade 8).

These duties provide a framework for the role and should not be regarded as a definitive list. Other reasonable duties may be required consistent with the grade of the post.

What will you bring to the role?

As a Research Fellow / Senior Research Fellow, you will have:

- A PhD (or be close to completing a PhD, i.e. with the initial version of your thesis submitted) in the areas of work and employment broadly conceived (e.g. employment relations, sociology of work and employment, human resource management, occupational psychology, labour economics) with a focus appropriate to the role;
- A strong practical aptitude for working with data, including a concern for detail and accuracy, supported by good theoretical and computational skills, specifically:

  - o Familiarity with data architecture, administration and processing; ability to integrate and organise data from different sources including cleaning and checking data quality, specific skills and experience may include investigative skills for checking data quality (e.g. root cause analysis etc.) and ETL tools, (e.g. Pentaho);

  - o Familiarity with one or more syntax-based packages for visualising and extracting meaning from data and for undertaking regression analysis and other advanced causal modelling techniques (e.g. SAS, Stata, M Plus R, Python) and a willingness to learn to work with R and Python if not already familiar with these packages;

  - o Willingness to engage and develop skills in unfamiliar analytics software packages as required.

- Ability to undertake research and the ability to contribute significantly to a research programme in the field of work and employment relations (broadly conceived);
- Ability to present and communicate quantitative analysis to a variety of non-expert audiences;
- A flexible approach, with the willingness to take on a variety of tasks;

- Excellent written communication skills;
- Proven ability to work as part of a team, with good interpersonal skills;
- Excellent planning and organisation skills, with the ability to deliver to tight deadlines;
- Ability to work on own-initiative;
- A willingness to travel, when required.

You may also have:
- Ability to assist with delivery of teaching to undergraduate students;
- Evidence of having undertaken independent original research and contributed significantly to a research programme;
- Knowledge or experience of text mining.

How to apply

You can apply for this role online; more guidance can be found on our How to Apply information page. Applications should be submitted by **23.59** (UK time) on the advertised closing date.

Contact information

To explore the post further or for any queries you may have, please contact:

Professor Andy Charlwood
Tel: +44 (0)113 343 2384
Email: a.charlwood@leeds.ac.uk

or

Professor Chris Forde
Tel +44 (0)113 343 2619
Email: cjf@lubs.leeds.ac.uk

If you have any specific enquiries about your online application please contact the Faculty HR Team: HROffice@lubs.leeds.ac.uk

Additional information

Working at Leeds
Find out more about the benefits of working at the University and what it is like to live and work in the Leeds area on our Working at Leeds information page.

Candidates with disabilities
Information for candidates with disabilities, impairments or health conditions, including requesting alternative formats, can be found on our Accessibility information page or by getting in touch with us at disclosure@leeds.ac.uk.

Criminal record information

Rehabilitation of Offenders Act 1974
A criminal record check is not required for this position. However, all applicants will be required to declare if they have any 'unspent' criminal offences, including those pending.

Any offer of appointment will be in accordance with our Criminal Records policy. You can find out more about required checks and declarations in our Criminal Records information page.