



UNIVERSITY OF LEEDS

CANDIDATE BRIEF

**Post-Doctoral Research Fellowship in Applied Decision Making,
Analytics, Technology and Operations Department, Leeds University Business**



Salary: Grade 7 (£39,105 – £46,485 p.a. depending on experience)

Reference: LUBSC1725

Fixed term (2 years because the post is a training/discrete placement):

Location: University of Leeds main campus (with scope for hybrid working)

‘We are open to discussing flexible working arrangements.’

Post-Doctoral Research Fellowship in Applied Decision Making, Analytics, Technology and Operations Department, Faculty of Business

Overview of the Role

Are you an aspiring researcher looking to further your career in one of the UK's leading research-intensive Universities and receive a structured programme of support? Do you have a research background in decision making from a psychological or analytic perspective? Would you welcome the opportunity to work closely with the UK Met Office to influence and deliver high impact decision research in areas related to atmospheric hazards, developing ways to present information and communicate probabilities to government departments and emergency responders?

Leeds University Business School (LUBS) is a full service business school built on the rigour of disciplinary strength while working in a pluralistic way to deliver impactful research and education. With a research environment judged to be conducive to producing world leading and internationally excellent research by the REF 2021 panel, the Faculty is investing substantially in the further development of this environment through the Faculty's two year Post Doctoral Fellowship Scheme. We are looking for an enthusiastic and highly motivated individual who can make a significant contribution to our research activities. You will receive a structured programme of support. Dedicated mentors will work with you and advise you on journal article preparation and submission, grant application, and new research and career trajectories. You will also have opportunities to develop teaching skills by undertaking teaching duties at definite, identifiable points in the year.

Main duties and responsibilities

- Work on submission of high-quality journal articles that have the potential to be world leading quality in terms of their rigour, significance and originality – that is 4* as judged by REF criteria. The expectation of one article submission per year;



- Explore and start-up a new track of research, working with the UK Met Office with preliminary data collection during year one and more fully developed ideas during year two. This will be facilitated by involvement with established and emerging teams of researchers in the Centre for Decision Research (CDR) and potentially other departments/ centres, with the work connected to the core research themes of the department and research centre. By the end of year 2, the expectation would be that the post-doctoral fellow would be in a position to apply for an individual grant, or play a significant part in a collaborative grant proposal;
- Develop career plans via ongoing, structured mentoring, with appropriate colleagues within the Centre for Decision Research;
- Where appropriate, contribute towards UG and/or PG student education activities for up to 10% of workload hours, which currently equivalent to 165 hours. These activities include personal tutoring, teaching, marking and responding to student feedback and the provision of timely assessment and feedback, and supervising and marking dissertations;
- Mentor post-graduate research students in a department/research centre;
- Participate in and contribute to the research culture, including regular attendance at workshops, meetings, collaborative initiatives, blog writing, and external conferences.

Collaboration with the Met Office will involve:

- Presentation and interpretation of uncertainty and probabilities in geospatial information for atmospheric hazards;
- Design of briefing material and communication approaches for a range of audiences with different roles in an event response, e.g. Government Departments, SAGE, government agencies and responding communities;
- Use of multiple model outputs in emergency response, each with their own function and level of complexity. How can these be seen as building on each other and a multi-step response rather than separate products?
- production of high quality academic publications to demonstrate CDR's and the Met Office's expertise and thought leadership in areas such as interpretation, presentation, and communication of information on uncertainty and probability.

Through this collaborative working it is expected that the activities above will lead to new academic knowledge and publications, as well as having the potential to feed into the University's REF submission and impact case studies.



The postholder will be based at Leeds but there may be a requirement for visits to the Met Office in Exeter.

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.

Qualifications and skills

Essential

- Recently completed PhD, or a PhD that will be submitted within three months of starting the fellowship, in behavioural decision making, cognitive psychology, business analytics, decision science, management science, or another discipline relevant to decision making. If the PhD has not been submitted strong evidence of potential to submit within the first three months of the fellowship will be needed;
- Experience of research dissemination, such as articles submitted to journals, conference papers, workshop presentations, book reviews or blog articles focussed on communicating academic research to a wider audience;
- Well-developed methodological skills, including use of quantitative techniques, supported by recognised doctoral training of high quality (such as at an ESRC recognised Doctoral Training Partnership);
- Excellent presentation skills, both in terms of written work and oral delivery;
- A record of training in advanced research skills;
- A proven ability to work well both individually and in a team;
- A strong commitment to your own continuous professional development.

Additional information

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.

In addition to the application form candidates will be asked to submit

- Full Curriculum vitae, including any examples of academic awards and prizes;



- Details of publications you would be looking to develop during your time in post, and how your research will be developed by working with the Met Office in this area.;
- Statement from PhD supervisors about the applicant's academic potential, in terms of career development, publications and how they would benefit from a position in LUBS;
- Example of written work, such as a PhD chapter, a conference paper or draft article. If the work has been submitted to an academic Journal and is currently at advanced stages of the peer review process (e.g., Revise and Resubmit), please provide the decision letter from the Journal editorial team and the comments from the Reviewers.

Our University

Working at Leeds

We are a campus-based community and regular interaction with campus is an expectation of all roles in line with academic and service needs and the requirements of the role. We are also open to discussing flexible working arrangements. To find out more about the benefits of working at the University and what it is like to live and work in the Leeds area visit our [Working at Leeds](#) information page.

Our University and School

As an international research-intensive university, we welcome students and staff from all walks of life. We foster an inclusive environment where all can flourish and prosper, and we are proud of our strong commitment to student education.

At Leeds University Business School we work hard to ensure that our shared University values (collaboration, compassion, inclusivity and integrity) guide all our activities. We are committed to developing our culture so that we are able to work together to deliver our purpose to “make an exceptional impact on the economy, society and the planet”. We aim to do this by pursuing our goals of developing innovative solutions for society and building a community of responsible leaders.

Everyone at the Business School has a part to play in realising this vision - whether you are involved in education, research, external engagement or professional support. Everyone has skills, knowledge, talent and experience of value - we all have something to offer and we all have a part to play in contributing to collective success.



This is at the heart of who we are and how we treat one another. We want all colleagues to feel excited about going to work, to feel valued, to be challenged, to feel part of something bigger and to have fun along the way. To make this a reality we expect all colleagues to champion our shared values, to help us to strengthen our culture and to contribute to our common purpose.

We are dedicated to diversifying our community and we welcome the unique contributions that individuals can bring, and particularly encourage applications from, but not limited to Black, Asian, people who belong to a minority ethnic community; people who identify as LGBT+; and disabled people. Candidates will always be selected based on merit and ability.

Information for disabled candidates

Information for disabled candidates, impairments or health conditions, including requesting alternative formats, can be found under the 'Accessibility' heading on our [How to Apply](#) information page or by getting in touch by [emailing HR via hr@leeds.ac.uk](mailto:hr@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.

Security Clearance

Baseline Personnel Security Standard (BPSS) clearance is required and must be maintained for this role for UK based candidates. Please note that in the event that BPSS clearance cannot be obtained, you may not be eligible for the role and/or offer of employment may be withdrawn. Please see link below for further details regarding the requirements for BPSS clearance:

[National security vetting: clearance levels - GOV.UK](#)



Salary Requirements of the Skilled Worker Visa Route

G7 - Please note that this post may be suitable for sponsorship under the Skilled Worker visa route but first-time applicants might need to qualify for salary concessions. For more information, please visit [the Government's Skilled Worker visa page](#).

For research and academic posts, we will consider eligibility under the Global Talent visa. For more information, please visit [the Government's page, Apply for the Global Talent visa](#).

