

## JOB DESCRIPTION

<b>Job Title:</b>	<b>Associate Professor (AC4)/Senior Fellow (AC3) of Behavioural Sciences (Food and Nutrition Security)</b>  (Research career pathway)	<b>Grade:</b>	<b>AC3/AC4</b>
<b>Departments:</b>	<b>Livelihoods and Institutions or Food and Markets</b>	<b>Date of Job Evaluation:</b>	
<b>Role reports to:</b>	<b>Head of Department</b>		
<b>Direct Reports</b>			
<b>Indirect Reports:</b>			
<b>Other Key contacts:</b>	<ul style="list-style-type: none"><li>• Leaders of relevant NRI programmes.</li><li>• FaNSI leaders</li><li>• Colleagues in the Natural Resources Institute</li><li>• Colleagues in the Faculty of Engineering and Science and wider University</li><li>• Donor/funding agencies</li><li>• Research partners</li></ul>		
This role profile is non-contractual and provided for guidance. It will be updated and amended from time to time in accordance with the changing needs of the University and the requirements of the job.			

### PURPOSE OF ROLE:

The Natural Resources Institute (NRI) of the University of Greenwich is currently expanding its interdisciplinary research excellence to address food and nutrition security, especially in Africa. This expansion in capacity is funded by Research England as part of their highly competitive “Expanding Excellence in England” scheme, where NRI has received funding to appoint 22 members of staff, recruit 20 PhD students and enhance our research facilities.

Using a food systems approach, NRI and partners will focus on climate change, sustainable agricultural intensification, food loss and waste, and improved nutrition. More information on NRI’s Food and Nutrition Security Initiative can be found at [www.nri.org/FaNSI](http://www.nri.org/FaNSI). Understanding the diverse factors which influence the foods which are available, accessible and acceptable to individuals within a given food environment is essential to develop and support sustainable, equitable improvements in diet quality. Effective market-based strategies to increase efficiency and economic returns must also respond to drivers of decisions and behaviours by male and female actors at all stages of agricultural value chains.

This role will strengthen NRI’s capacity for conducting high quality research and help design effective policies to encourage behavioural change with a view to strengthen women’s status, improve dietary adequacy and nutritional outcomes, galvanise innovation and the uptake of new agricultural technologies, promote sound environmental management and so forth. The ideal candidate will have a PhD in behavioural psychology, behavioural economics, social psychology or a related field and have extensive experience from conducting research examining choice and decision making and their social embeddedness in low-income contexts, ideally with farming communities in rural settings in Africa. Research experience of behaviour change related to nutrition messaging and food and nutrition security is desirable. A strong track

record of publication in peer reviewed, international journals will be expected.

At AC4 level and as a lead figure in the national or international academic community, the successful candidate will provide strategic leadership at Department and Faculty level in achieving a range of outcomes in academic research, teaching and business winning. The proven ability to generate research income is critical as an enabler, as well as the ability to add value to NRI's Food and Nutrition Security Initiative.

The focus of this position is on research and enterprise, but there could be a contribution to teaching of up to 10-15%.

An appointment may be made at the Senior Research Fellow (AC3) level where a suitable candidate has relevant skills, experience and profile. In this case the expectations would involve leading specific initiatives, generating high quality research outputs and leading income generation for specific initiatives.

The post holder is expected to have, and maintain strong stakeholder relationships at regional, national and international level, across their research disciplines; with a proven track record of publication at the highest level and obtaining funding. The post holder will be expected to provide strong leadership and to set standards of excellence.

*Note:* The University of Greenwich is committed to promoting equality and diversity, and to providing an inclusive and supportive environment in which all individuals have the opportunity to contribute to their full potential. The University welcomes applications from candidates from diverse backgrounds.

## KEY ACCOUNTABILITIES:

### Team Specific:

- Contribute to subject or professional research leading to the publication and/or dissemination of original work of international excellence quality
- Lead the acquisition and management of substantial research resources from a variety of sources (Appropriate to level of appointment)
- Lead (AC4) or engage in (AC3) interdisciplinary research collaboration and team-building, within and beyond NRI
- Develop and lead research or innovation consortia with external partners including non-academic stakeholders (Appropriate to level of appointment)
- Lead research at Institute/Faculty or University level including the development and implementation of strategy policy and plans (AC4)
- Acquire and maintain a portfolio of research and enterprise projects or contribute to teaching to achieve full personal commissioning at Full Economic Cost within two years of appointment.
- Develop, mentor and lead a significant research group including research students, research assistants/fellows and possibly early career academics (AC4)
- Lead the supervision of research students at doctoral level
- Be accountable for the integration of leading research and enterprise work or expert input into widely used published teaching or professional training materials
- Lead the development of research training programmes or novel taught programmes, at the leading edge of the discipline
- Lead on the supervision of student research at various levels
- Contribute to the development of the academic discipline.

## Generic:

- Enjoy clear recognition and esteem as an authority and leading figure by the international academic or community in their specific subject (AC4)
- Have overall accountability for the acquisition and management of external research resources (Greater responsibility at AC4)
- Integrate research and scholarship into published teaching or training materials
- Maintain high professional standing in their discipline and to develop further their own scholarly profile, including a program of high quality research, disseminated primarily in high quality refereed academic journals or similar avenues appropriate for the subject
- Efficiently implement approved policies, guidelines and standard operating procedures in relation to own academic duties.
- Maintain an overview of the welfare, progression, examination and assessment of allocated students.
- Keep abreast of development within the disciplines and profession and seek continuous improvement of own professional practice.
- Undertake other such duties as may from time to time be directed by the Head of Department or Director of the Natural Resources Institute.

## Managing Self

- Develop expertise in research led teaching with an increasing degree of autonomy
- Keep abreast of developments within the field and seek continuous improvement of own professional practice
- Actively participate in established professional development framework activities
- Behave in a manner which reflects the University values and creates a positive environment for work and study
- Maintain a high standard of student engagement and satisfaction
- Seek to maximise the learning outcomes of students

## Core Requirements

- Commitment to key strategic priorities of the Faculty and University
- Adhere to and promote the University's policies on Equality and Diversity and Information Security. Ensure compliance with Health and Safety regulations and Data Protection legislation.
- Support and promote the University's Sustainability policies, including the Carbon Management Plan, and carry out duties in a resource efficient way, recognising the shared responsibility of minimising the university's negative environmental impacts wherever possible.

## Additional Requirements:

Any other duties commensurate with the post and grade as agreed with the Director of the Natural Resources Institute/Head of Department.

## KEY PERFORMANCE INDICATORS:

Performance Indicators will be established in consultation with the Director of NRI, Head of Department and Programme Leader as part of the post holder's annual Appraisal and Professional Development Review and with due regard to the University's KPIs.

## KEY RELATIONSHIPS (Internal & External):

### Internal

- Head of NRI Departments – Livelihoods and Institutions and Food and Markets Department
- Heads of relevant NRI Themes/Programmes
- Heads of relevant NRI Research Groups
- NRI academic staff
- NRI support staff
- Faculty and University wide collaborations

### External

- Project donors
- Project partners and collaborators
- Private sector actors
- Relevant professional bodies in the field

## PERSON SPECIFICATION

### Essential

#### Experience

- Demonstrable international credibility and recognition within a field of behavioural sciences in the context of food, nutrition and/or health
- Extensive (AC4) experience from conducting research examining choice and decision making and their social embeddedness in low-income contexts, ideally with farming communities in rural settings in Africa
- Proven track record of publishing a sustained body of outputs with international impact at the highest levels of international excellence including world leading work as corresponding or senior author (AC4)
- Track record of publishing a body of outputs at the level of international excellence as corresponding or senior author (AC3)
- Proven track record of leading projects/project teams in complex and challenging environments (AC4); participating at project teams (AC3).
- Proven, sustained track record of successful supervision of research activities of students at various levels, including PhD (AC4); some relevant experience (AC3)
- Proven track record of leading and winning external funding research bids (Appropriate

### Desirable

#### Experience

- Design and implementation of nutritional assessment methodologies (AC4)
- Implementation of social and behavioural change communication strategies (AC3)
- Thorough understanding of HE in the UK and in a business enterprise role (AC4)
- Extensive knowledge of key policy issues at institutional, national and sector-wide level
- Working knowledge of quality assurance/enhancement and academic standards
- Working knowledge of a second language relevant to NRI's work.

to level AC4/AC3).

- Proven track record of working with and managing complex, diverse public and private sector stakeholder relationships at international, national and regional levels (AC4)
- Proven track record in effective financial management (AC4)
- Experience of (AC4) and willingness (AC3) to undertake regular short-term international travel to developing countries

## Skills

- Outstanding knowledge of the mechanisms for funding research and enterprise, including preparation of grant proposals (AC4)
- Excellent (AC4)/Well developed (AC3) organisational and management skills
- Outstanding interpersonal skills and ability to motivate others
- Excellent written and oral communication skills
- Commitment to the promotion of high standards and excellence
- Demonstrable ability to think strategically and conceptually
- Capacity to listen and consult, good negotiation skills
- Capacity to make informed decisions
- Ability to work effectively and deliver under time pressure
- Able to use IT effectively

## Qualifications

- PhD degree in behavioural psychology, behavioural economics, social psychology or a related field.
- Minimum of Associate Fellow of HEA or willingness to achieve this.

## Personal attributes

- We are looking for people who can help us deliver the values of the University of Greenwich: Excellence, Determination, Inclusivity, Ambition and Creativity

## Skills

n/a

## Qualifications

- Postgraduate teaching qualification