

1. Overview of the BU Academic Targeted Research Scheme

In recognition of the important contribution that early career academics play in driving research for the future, we were delighted to launch the BU Academic Targeted Research scheme to attract and recruit talented individuals in targeted research areas. In the first and second round, we employed five Senior Lecturers with significant postdoctoral expertise (or of comparable experience) with outstanding potential in one of the BU targeted research areas. We are now looking to recruit a further Senior Lecturer in the targeted research area shown below.

We wish to recruit a diverse cohort of individuals with the motivation to become future academic leaders in their field. As an academic at BU, you will develop your career in exciting work environments, be provided with a high level of dedicated time to drive research activity and build capacity, and have the freedom to develop your research interests within the targeted areas. BU is committed to Fusion and as such you will also have the opportunity to contribute to the education and professional practice activities within your Department. We are an institution in a vibrant region and work closely with external partners, conducting research that benefits our region, our country and the world.

The BU support offered will be fixed-term for three years at Grade 8 ([NSS BU scales](#)) plus reasonable costs that reflect the needs of the post. **The Academic Application form must be completed together with the Scheme Application form**, which will allow reasonable costs¹ up to a maximum of £30k for a three year period. **Any academic application forms received without the scheme application form will be rejected.**

2. Who can apply?

We are seeking an applicant who has the potential to develop into an independent academic leader and deliver high quality research with impact. You must have significant postdoctoral expertise in the targeted research area, normally a relevant doctorate, a track record of high quality research, and be aspiring to apply for externally funded fellowships or other major grant awards (see 2.1). Your research interest should align with the targeted research area: **Health and Science Communication** (see [Annex 1](#) for a full description of the research area).

Applicants will need to demonstrate how this opportunity will support and enable their long-term career goals and the aims of [BU2025](#) - while providing more specific plans, pathways to impact, how they will develop sustainability and capacity at BU, and clearly demonstrate that their skills and experience at the time of application match those expected (see [section 2.2](#)). Only the applicant will be awarded – no Co-Investigators are allowed.

This scheme will support applicants from diverse career paths, including those returning from a career break or following time in other roles. BU will also welcome applications from those wishing to work part-time in order to combine the post with personal responsibilities. The review panel will take into account time spent outside an active research or innovation environment, whether through career breaks, flexible working or as a consequence of working in other roles. In line with [BU2025](#), we will positively encourage applications from under-represented groups.

¹ Reasonable costs can include consumables, equipment, travel and subsistence and public engagement activities up to £10k per year.

The University values diversity and is committed to ensuring that we treat all individuals fairly and with dignity and respect; the opportunities we provide are open to all; we provide a safe, supportive and welcoming environment; and no person experiences more or less favourable treatment on the grounds of a protected characteristic. If requested, reasonable adjustments can be made during the application process and subsequently, if the applicant is employed at BU.

2.1 Applicant eligibility

i). Applicants will be expected to have significant postdoctoral experience in the targeted research area 'Health and Science Communication' or be able to demonstrate equivalent research experience and/or training.

This post is for researchers with outstanding potential. There are no eligibility rules on whether the applicant currently holds a permanent/open-ended academic position or fixed-term position. As the scheme aims to enable the applicant to transition to, or establish, their research identity, those already holding their own significant funding for ongoing projects will not be competitive for these posts.

Applicants should use the job description person specification and the scheme specification (see [section 2.2](#)) to assess and justify their suitability for the scheme with reference to the objectives of the scheme.

ii). Applications are welcome from both internal and external researchers, the latter are encouraged in order to bring outstanding individuals to BU from both the UK and from abroad². Except in the case of match-funded applications*, external applicants will be expected to resign from their existing employment in order to take up a position at BU.

iii). Match-funded applications* are encouraged from those considering a career change and want the experience of transitioning to academia. For example, those from the industrial sector or GPs wishing to remain employed by the NHS. The expectation is that the host organisation will match the level of support provided by BU at a level of 50% for the duration of the post. Where the level of support from the host is less than 50% this will be assessed as part of the application review process.

iv). Applications are welcome from those returning to research from a career break or following time in other roles; there are no time limits in respect of time spent outside a research environment.

v). The post may be held on a part-time basis in order to combine research with personal responsibilities. Applicants can propose to hold a post on a part-time basis for three years or can choose to request a part-time post over a longer time period which would have equated to three years full-time as they wish; job shares are also possible.

vi). It is expected that 90% of the awardees full working time will be committed to their proposed activities, or activities related to it from the start of the award. The other 10% of time is expected to incorporate elements of fused activity, such as teaching, public engagement activities, peer review, etc. Therefore, those with substantial ongoing research commitments as a result of participation in other grants are ineligible to apply. For match-funded posts*, the expectation is that the awardee will spend a minimum of 50% of their full working time at BU. Awardees will have the flexibility to develop a breadth of experience and partnerships, and secure further research funding during the award but should ensure that these other activities complement their focus and achievement of the aims of the application, such as building capacity.

2.2 Scheme specification

i) Scheme applicants should:

² Subject to Visa approvals – Awardees who require a visa to work in the UK may be eligible to be considered under the Tier 1 (Exceptional Talent) visa route (<http://www.gov.uk/tier-1-exceptional-talent>) or Tier 2. The grant of any visa is always subject to the standard Home Office general grounds for refusal of a visa.

- Demonstrate broad knowledge of the interdisciplinary research area of interest, and offer a compelling vision for the excellence and importance of the proposed research
- Take advantage of the long-term and flexible support offered, justify how the proposal would have wider impact in the field
- Have their own original and ambitious plans / ideas, which complement the targeted research areas but do not significantly overlap with their proposed collaborators, or former supervisors'
- Demonstrate the suitability of the proposed environment(s) for their research and its impact
- Provide an approach to maximising the impact and influence of the proposed work, in the short and long-term. This may involve co-production of knowledge and implementation of this knowledge with business, public sector, civil society sector or the wider community
- Be capable of leading and developing a team or taking a leading role in their field; and show an ability to identify and maximise potential in others
- Demonstrate the ability to choose and develop appropriate collaborations and networks nationally, internationally or across disciplines

ii) Experience and potential:

- Applicants must have the necessary level of skills, knowledge and experience to take forward the proposed application
- Have a track record of producing original and productive research outputs that stands out in their field
- Demonstrate flexibility to adapt to opportunity and embrace new directions

iii) Personal development:

- Have identified and proposed opportunities for their own development as impactful and influential research leaders. This could include time for work in other environments, international links etc., development of new skills (e.g. in policy impact or commercialisation)
- Have identified opportunities to access career development support, e.g. mentoring and professional training and development, and relevant development courses that will underpin their future career and learning
- A clear programme of skills development is an essential component of the posts

iv) Skills:

- Have strong communication and interpersonal skills and aim to develop these through engagement with different audiences
- Demonstrate how the outcomes of the proposed research will be communicated and used within and outside their immediate community
- Have the ability to build a team and manage them effectively to achieve their own research careers

2.3 Responsibilities of the applicant

BU expects all the researchers it funds to adopt the highest achievable standards in the conduct of their work. This means exhibiting impeccable integrity and following the principles of good research practice in line with the [UUK Concordat to Support Research integrity](#).

The awardee will be expected to apply for external funding during the duration of the post. This should be to major funders where the research area is eligible, such as UKRI, Wellcome Trust and Leverhulme Trust, and for fellowship schemes, such as the UKRI [Future Leaders Fellowship](#), British Academy [Mid-Career Fellowship](#), Leverhulme Trust [Research Leaders Awards](#), etc. The BU Research Development & Support (RDS) will support the awardee with applying for further funding opportunities.

2.4 BU responsibilities to awardees

To support you in your role and accelerate your career, BU will provide three years of full-time salary (or part-time equivalent) and reasonable costs directly related to proposed programme of activities³ (up to £10k per year). In addition, you will be assigned a dedicated mentor with world-class expertise and significant research management experience, extensive training opportunities including a bespoke personal development plan and peer support from a cross-disciplinary cohort of academic researchers. As well as support for mobility to work with external partners, including outside the UK and academia. BU may also allow relocation costs to be claimed (subject to eligibility under the [BU policy](#)).

There will be a bi-annual review process in place to assess and support the awardees progress. This will be led by the Head of Department (HoD) and reported to the Research Performance and Management Committee (RPMC). The outcome of the review may result in an awardee failing to progress at any point during the position and, following due process, BU terminating their contract of employment.

A final review will take place six months prior to the award ending to assess the quality and significance of the awardees work, external funding secured, and achievements to date. It is expected that following the successful completion of the role, awardees will convert to an established staff post. The types of role to be offered will be determined by the Faculty. Again, the HoD will carry-out the review and report to RPMC.

If the awardee wishes to move institutions during the award, a notice period of three months' will be served and at the end of this period, the awardee and associated costs will be terminated.

3. Application form and deadline

The standard Academic Application Form must be completed and in all cases accompanied by the BU Academic Targeted Research scheme application form which can be found [here](#), as well as providing a publication list and CV, and nominate three referees who are contactable **prior** to selection. Applicants should also complete and return the [Equality Monitoring Form](#). The closing date for applications is **10th May 2020**.

4. Application review and selection process

Upon receipt of applications, BU's Research Development and Support will carry out eligibility checks within the scheme rules, such as costings and proposed area of research and any applications deemed ineligible, or those who do not complete both required forms, will be 'office rejected'.

Please see [BU's selection process](#) for details on timing and composition of panel. The Review Panel will assess applications based on the scheme specification required for the role ([Section 2.2](#)). The review panel will take into account time spent outside an active research or innovation environment, whether through career breaks, flexible working or as a consequence of working in other roles. This complies with BU's commitment to equality of opportunity for all, compliance with relevant equality legislation and consistent and fair application of the processes and procedures; and ensures that BU's Diversity and Equality policy is clearly, and encouragingly, signposted.

Around 10 applicants will be invited for interview. Applicants will be notified of the outcomes within two weeks of the short-listing panel meeting.

Short-listed candidates will be invited to attend an interview. The interview panel will consist of members of the short-listing panel in addition to the relevant Executive Dean and Head of Department. The assessment criteria will be based on the scheme specification required for the role (see [section 2.2](#)). The format of the interview will be confirmed in the invitation letter. If requested, we will provide reasonable adjustments to enable the applicant to attend an interview.

³ Reasonable costs can include consumables, equipment, travel and subsistence and public engagement activities up to £10k per year.

Unsuccessful candidates will be notified of the decision and receive feedback from the interview reports. Successful candidates will be notified of the decision. Any amendments to the application, such as cuts to requested research costs, are applied here and included in the offer letter for funding. HR will carry-out employee checks and inform the Faculty in order to make arrangements for the awardees employment at BU.

New employees will be expected to start on the date provided within their application form. This is anticipated as being on 1 August 2020.

Further information: University website: <http://www.bournemouth.ac.uk/atrs>
Internal site (BU staff only): <https://intranetsp.bournemouth.ac.uk/policy/BU Academic Targeted Research Scheme guidance to applicants.docx>

Contacts:

For details of the scheme eligibility criteria, contact Jo Garrad, Funding Development Manager, Research Development & Support

Tel: +44 (0)1202 961209 (Ext. 61209), Email: researchfellowships@bournemouth.ac.uk

For an informal discussion about this opportunity please contact the following:

Research area	Contact	Email - @bournemouth.ac.uk	Phone - 01202
Health and Science Communication	Prof. Einar Thorsen	ethorsen	968838

Annex 1

Bournemouth University Targeted Research Areas

This scheme aims to support excellent and high potential future research leaders in the following research area:

- Health and Science Communication

Health and Science Communication

This post is aligned with the UN Sustainable Development goals, to ensure healthy lives and promote well-being for all. It intends to build on BU's existing work within strategic communication to strengthen its emerging focus on health and science communication as an interdisciplinary area. The post holder will spend 90% of his/her time on conducting research and knowledge exchange activities in order to explore effective methods for evidence-based communication of public health across local, national and international contexts.

The post-holder will work alongside our existing experts in the field of media and communication, public health, data science and social psychology, to enhance our capacity to deliver impact and engage with industry partners and other collaborators.

This initiative primarily brings together the:

- Department of Communication & Journalism (where the post holder will be based)
- Department of Medical Sciences and Public Health

The post, by necessity, requires a combination of disciplinary knowledge and expertise, which may include — but is not limited to — strategic communication, science communication, media psychology, health statistics, data visualisation, as well as an understanding or empathy for interpersonal communication in the healthcare sector.

Research interest and expertise in health and science mis/disinformation linked with epidemics/pandemic (such as coronavirus / COVID-19) is particularly welcome.