

JOB DESCRIPTION

POST: Research Fellow – Religion and Peacebuilding **POST NO:** CRP-Bog

FACULTY/SERVICE: Centre of Religion, Reconciliation and Peace (CRRP)

STARTING DATE: January 2021

INTERVIEW DATE: Week commencing 30 November 2020

SALARY RANGE: Grade 6/7, £28,331 to £40,322 per annum.

HOURS: Full-time

INDEFINITE/FIXED TERM: Indefinite

REPORTING TO: Director, CRRP

THE POST

The Winchester Centre of Religions for Reconciliation and Peace (CRRP) is a vibrant and rapidly developing research centre with an international reputation for research excellence and impact. As the name suggests, the Centre's research focuses on two main areas: the role of religious and faith-based actors in peacebuilding and conflict transformation; and the theory and practice of reconciliation. The Centre also has significant interests in research related to dialogue; religion, migration and integration; and religious contributions to tackling the climate emergency.

Given the increasing global interest and relevance of religion's role in peacebuilding and reconciliation, the Centre's work focuses particularly on translating evidence-based research into policy and practical action. The Centre has a strong ethos of collaboration and transparency, and as a result works with faith-based organisations and governments worldwide, supporting peacebuilding and reconciliation efforts at community, national and international levels.

This post offers a relatively rare and exciting opportunity to help advance research, knowledge and practical expertise in the area of religion and peacebuilding. The successful applicant will work as an integral part of a small and experienced team of academics/practitioners, and will report directly to the Centre Director. The main purpose of the role is to support the development and delivery of cutting edge research to help better understand the complex roles religion plays in conflict and peacebuilding, and to develop theoretical and practical approaches which can help enhance the positive roles religious actors play in supporting peacebuilding initiatives and processes. The Centre advocates a multi-disciplinary approach to religions' role in peacebuilding, and therefore

applicants from any relevant social or political sciences background will be considered.

Our ideal candidate will hold a PhD in a related subject area; have experience of academic research and a record of peer-reviewed publications; and have some practical peacebuilding experience. Consideration may be given to outstanding candidates that have significant practical and policy experience in religion and peacebuilding, with a view to carrying out a PhD after completion of the twelve month probationary period. Successful examples of gaining research and/or peacebuilding project funding are also highly desirable: as this will be a significant part of the role.

The role will involve overseas travel, and potentially to conflict or post-conflict countries and contexts. Therefore, the ability to work in sometimes challenging and varied environments, and flexibility in working patterns and hours, is a necessity. The Centre's ethos of collaboration and willingness to support other organisations means there is often multiple research and practical projects occurring at any one time. Therefore, as part of a small team you will be required to be highly flexible, have the ability to multi-task, and must be willing to support the Director and other members of the team on numerous initiatives at any one time.

There is also a small element of postgraduate teaching involved in this role, and opportunities to contribute to PhD supervisor.

MAIN DUTIES AND RESPONSIBILITIES

- To design, develop and carry out high quality research projects either independently and as part of a small team under the supervision of the Director CRRP.
- To devise and complete research funding applications, either independently or as part of a team.
- To contribute to Centre research outputs in the form of peer reviewed publications and reports.
- To contribute to knowledge dissemination and exchange activities to a wide-range of relevant audiences (e.g. academic conferences, practitioner workshops, public presentations, etc.).
- To contribute to the development of working partnerships with external partner agencies in developing research and practical projects.
- To participate in additional income generating activities, such as consultancy work.
- To undertake a modest amount of teaching on the MA Reconciliation and Peacebuilding programme.

- Any other duties as reasonably required by the post holder's line manager.

General Information

All staff may be required to undertake other duties, such as participation in departmental, faculty and University meetings, as may from time to time be required by the Vice Chancellor, Dean of Faculty or relevant Head of Department.

It is anticipated that this job description will change over time in accordance with the needs of the role. The role holder will be fully consulted on any proposed amendments.

CONDITIONS OF SERVICE

The appointment will be made at Grade 6 or 7, currently £28,331 to £40,322 per annum (pro rata as appropriate). Exact placement will be dependent upon qualifications and experience. The grade of appointment will be made based on how you meet the Researcher role descriptors. Salary is paid monthly in arrears by direct credit transfer on the last working day of each month.

Your normal centre of duty will be Cemetery Cottage, adjacent to the King Alfred Campus in Winchester. However, you may be required to work in any part or department of the University and in any Campus of the University, or as otherwise required for the due performance of your duties and responsibilities.

Normal hours of work will be 37 hours per week, to be worked between the hours of 8.30am and 5.30pm, Monday to Friday; however a small amount of post-graduate teaching will be necessary in the evenings during semester times. Some flexibility in working hours will be required, as travelling abroad can be a significant part of the role, and time off can be accrued in lieu.

The appointment will, in an appropriate case, be subject to a probationary period of 6 months.

The annual leave year runs from 1 August to 31 July. Holiday entitlement is 35 days per annum, plus Bank holidays and two extra statutory days. A proportion of the entitlement is allowed pro rata for part-time staff working less than five days per week and/or not throughout the year, and for all support staff during first leave year at the University.

The successful candidate may be required to complete a Police check by the Disclosure and Barring Service. The University completes DBS checks in accordance with the DBS Code of Practice. Further details regarding the DBS Code of Practice can be obtained from the Human Resources Department, or from the website: www.gov.uk/government/organisations/disclosure-and-barring-service.

Other terms and conditions of employment appropriate to this post and grade apply in addition to those referred to in this statement. The list of benefits includes Pension Scheme, Sick Pay Scheme, Maternity and Paternity leave and pay (subject to eligibility). Details are contained in the Statement of Principle

Terms and Conditions of Employment issued on appointment, the Staff Handbook and other documents referred to therein.

APPLICATION INFORMATION

Applications should be made on line at www.winchester.ac.uk. Please note that posts close at midnight on the date stated. Late applications will not be accepted.

We delight in diversity in our workforce and seek those that share this value

PERSON SPECIFICATION

Each attribute is marked as essential for the post, or desirable. The last four columns on the Person Specification (labelled A, I, P and T) indicate how each attribute is assessed.

A = application form, I = interview, P = presentation, T = test

ATTRIBUTES	ESSENTIAL	DESIRABLE	A	I
EDUCATION/TRAINING				
Postgraduate degree in a relevant subject area	X		X	
Doctorate		X	X	
EXPERIENCE				
Development and implementation of research projects in relevant fields.	X		X	X
Academic publications in high quality referred journals, as book chapters or monographs	X		X	X
Success in securing external funding from recognised research funding bodies		X	X	X
Varied forms of knowledge dissemination tailored to a variety of audiences	X		X	X
Participation in practical reconciliation and peacebuilding work and training		X	X	X
Securing consultancy contracts and successful completion		X	X	X
Teaching at PG level with evidence of successful student learning outcomes		X	X	X
Experience of supervising postgraduate students		X	X	X

KNOWLEDGE				
Understanding of key theoretical debates and ideas in Conflict and Peace Studies	X			X
Understanding of key theoretical debates and ideas in the religious/cultural dimensions of peacebuilding	X			X
Qualitative research methods	X		X	X
Quantitative research methods	X		X	X
Challenges and complexities of practical reconciliation and peacebuilding work		X	X	X
SKILLS/ABILITIES				
Ability to conduct academic research to a high standard	X		X	X
Keeping to deadlines / time management	X			X
Good organisational skills	X			X
Good interpersonal skills	X			X
Good written and verbal communications skills	X			X
Good team working/team building skills	X			X
Good IT Skills	X			X
PERSONALITY				
Perseverance	X			X
Enthusiasm	X			X
Commitment	X			X
Initiative	X			X
Reliable	X			X

FURTHER INFORMATION

Health & Safety

Under the Health & Safety at Work Act 1974, whilst at work, you must take reasonable care for your own health and safety and that of any other person who may be affected by your acts or omissions. In addition, you must co-operate with the University on health and safety and not interfere with, or misuse, anything provided for your health, safety or welfare.

Copies of the University Safety Policy can be found on the University Intranet.

Sustainable Development

All employees are expected to act in accordance with the Sustainable Development Policy and Environment Strategy. In the course of your duties, you should seek to minimise any detrimental impact on the environment and take specific action as appropriate within the remit of your post.

Facilities

Staff catering facilities are available.

West Downs Day Nursery - is situated within the grounds of The University of Winchester. The nursery offers care for children from the age of six weeks to five years in a stimulating and homely environment. The nursery provides 62 places each day from 7.30am to 6.15pm on a full time or sessional basis. The opening times are designed to accommodate the working parent who may wish to continue their career. Further details are available from the Human Resources Department.

Sports and Fitness facilities are available, these include the University Gym, Sports Hall and our outdoor Multi-Use Games area for Tennis, Basketball, Football and Badminton to name a few. At our Bar End facility you will find our Athletics Track and All-Weather Pitch. Also on offer is our Fitness & Wellbeing class timetable which are complimentary to all Gym Pass holders.

Our values

We are a community committed to making a difference, passionate about seeing individuals and communities flourish.

Our values of Compassion, Individuals Matter and Spirituality shape how we do this and why – we believe academic freedom leads to big ideas which in turn lead to social justice and creativity for a better world.

Compassion

Conscious of the kinship that exists between all life, we seek to nurture compassion and embody social justice for people, animals and the planet. This is a supportive, caring and safe place to work and study. Staff and students will be supported to flourish, encouraged to help others and empowered to make a difference in the world. We seek to challenge and nurture in all staff and students a love and value for all life and the planet. Staff are empowered to change the world for the better, challenge convention with compassion and stand up for what they believe to be true.

Individuals Matter

We are passionate about seeing individuals flourish here. The dignity and wellbeing of individuals is important as are their opinions and views. We are committed to working globally to ensure equality and justice for all. Everyone is welcome here. Staff and students will learn to value and appreciate others, whoever they are and whatever their background. You will be listened to; your opinions count. Together, we will be supported and challenged to reach our full potential. Our staff and students are nurtured to embrace equality, diversity and inclusivity to the full. Staff and students are supported to fight for integrity and justice in a world of compromises and prejudice.

Spirituality

We celebrate our Anglican Christian foundation and welcome people of all faiths and none. We believe that everyone expresses their spirituality through a unique collage of values, disciplines and practices. Working and studying here will give you a chance to experience and reflect on the creativity, beauty and compassion in life – together, we aim to explore the mystery of life and grow in wisdom and love.

Our passion is to see staff and students grow as a whole person. It is safe to try new things here, to stand up for what you believe in. You will be supported to engage with the big and deep questions of life, to bring about change and really make a difference. We seek to challenge and develop staff and students' thinking, enabling them to develop in wisdom for a fulfilling life as well as the knowledge they need for a successful career. Our staff and students will have the resilience and resourcefulness to seize the opportunities and face the challenges of life.

Mission Statement:

'To educate, to advance knowledge and to serve the common good'

The University vision:

The University of Winchester is a university on a human scale, with a principal emphasis on the personal creativity and development of its students and its staff.

Through its teaching, research and professional practice, the University will be an outward facing and permeable organisation, welcoming outside influences and fully engaging with society locally and regionally, nationally and internationally. It will provide a high quality university education, responsive to the intellectual, personal and professional needs of its members and the wider community.

The University seeks to serve the spiritual and ethical needs of its students, building moral and global awareness. Our Church foundation is reflected also in strong support offered to students from backgrounds not traditionally associated with higher education. The University will ensure that its courses are accessible to all those who have the potential to benefit from them, regardless of their social, economic, ethnic or religious background.

As a twenty-first century institution which provides a progressive and challenging higher education experience and which forms a crucible for the generation and transfer of knowledge, we have high expectations of both staff and students. The

professionalism of staff is reflected in integrity, objectivity and competence. Students' time at the University will provide them with a justified confidence in their abilities and the strength to stand up for what they believe to be true.

Researcher Grade Descriptor

Role Level: GRADE 6

	Role Requirements
Teaching and Learning Support	<ul style="list-style-type: none"> • <i>May be expected to contribute to the delivery of taught programmes</i> • <i>May be expected to undertake some assessment of students' work.</i> • <i>Provide support in the development of student research skills.</i>
Analysis and Research	<ul style="list-style-type: none"> • <i>Develop research objectives and proposals for own or joint research, with the assistance of a mentor if required.</i> • <i>Conduct individual and collaborative research projects.</i> • <i>Continually update knowledge, skills and understanding in field or specialism.</i> • <i>Translate knowledge of advances in the subject area into research activity.</i> • <i>Undertake basic research for example by preparing, setting up, conducting and recording the outcome of experiments and field work, the development of questionnaires and conducting surveys.</i> • <i>Conduct and analyse the results of literature and database searches.</i> • <i>Prepare proposals and applications to external bodies, e.g. for funding and contractual purposes, with support where required.</i>
Communication	<ul style="list-style-type: none"> • <i>Deal with routine communication using a range of media.</i> • <i>Communicate complex information, orally, in writing and electronically.</i> • <i>Communicate material of a specialist or highly technical nature.</i> • <i>Write up results of own research</i> • <i>Contribute to the production of research reports and other publications or outputs as relevant to the discipline.</i> • <i>Present information on research progress and outcomes to bodies supervising research, e.g. steering groups.</i>
Liaison and Networking	<ul style="list-style-type: none"> • <i>Liaise with colleagues and students.</i> • <i>Build internal contacts and participate in internal networks for the exchange of information and to form relationships for future collaboration.</i> • <i>Make external contacts to develop knowledge and understanding and form relationships for future collaboration.</i> • <i>Join external networks to share information and identify potential sources of funds.</i>

Service Delivery	<ul style="list-style-type: none"> • <i>Required to deal with internal or external contacts where the service is usually initiated by the role holder, working within the institution's overall procedures or policies.</i> • <i>Understand and explore the needs of stakeholders.</i> • <i>Adapt the service accordingly to ensure the usefulness or appropriateness and quality of service (content, time, accuracy, level of information, cost).</i> • <i>Create a positive image of the institution by being responsive and prompt in responding to requests.</i>
Team Development	<ul style="list-style-type: none"> • <i>Manage own research and administrative activities, with guidance if required.</i> • <i>Provide guidance as required to other staff and any students who may be assisting with the research.</i>
Teamwork & Motivation	<ul style="list-style-type: none"> • <i>Work collaboratively with colleagues on joint projects, as required</i> • <i>Collaborate with academic colleagues on areas of shared research interest.</i> • <i>Actively participate as a member of a research team.</i> • <i>Attend and contribute to relevant meetings.</i>
Pastoral Care and Welfare	<ul style="list-style-type: none"> • <i>Show consideration to others.</i>
Initiative and Problem Solving	<ul style="list-style-type: none"> • <i>Use new research techniques and methods.</i> • <i>Use initiative and creativity to identify areas for research and extend the research portfolio.</i> • <i>Analyse and interpret research data and draw conclusions on the outcomes.</i> • <i>Deal with problems which may affect the achievement of research objectives and deadlines.</i>
Decision Making	<ul style="list-style-type: none"> • <i>Contribute to collaborative decision making with colleagues in areas of research to reach an optimal conclusion.</i> • <i>Contribute to decisions affecting the work of the team.</i>
Planning and Organising Resources	<ul style="list-style-type: none"> • <i>Use research resources, laboratories and workshops as appropriate.</i> • <i>Plan and manage own research activity in collaboration with others.</i> • <i>Co-ordinate own work with that of others to avoid conflict or duplication of effort.</i> • <i>Contribute to the planning of research projects.</i>

Sensory and Physical Demands	<ul style="list-style-type: none"> • <i>Sensory and physical demands will vary from relatively light to a high level depending on the discipline and the type of work</i> • <i>Carry out tasks that require the learning of certain skills.</i> • <i>Balance, with help, the competing pressures of research and administrative demands and deadlines.</i>
Work Environment	<ul style="list-style-type: none"> • <i>Required to be aware of the risks in the work environment and their potential impact on their own work and that of others.</i>
Knowledge and Experience	<ul style="list-style-type: none"> • <i>Possess sufficient breadth or depth of specialist knowledge in the discipline and of research methods and techniques to work within established research programmes.</i> • <i>Engage in continuous professional development.</i> • <i>Understand equality and diversity issues as they may impact on areas of research content.</i> • <i>Hold a first degree</i>

Researcher Grade Descriptor

Role Level: GRADE 7

	Role Requirements
Teaching and Learning Support	<ul style="list-style-type: none"> • <i>Teach on modules as appropriate.</i> • <i>Use a range of delivery techniques to enthuse and engage students.</i> • <i>Contribute to the design of taught programmes.</i> • <i>Suggest ways in which the latest research could be used to inform learning and teaching programmes within the department. Liaise with Programme Leaders to explore and / or pursue these suggestions.</i> • <i>Provide support in the development of student research skills; undertake some assessment of students' work.</i>
Analysis and Research	<p><i>Conduct independent research, including:</i></p> <ul style="list-style-type: none"> • <i>Develop research objectives, projects and proposals.</i> • <i>Conduct individual research and make a significant contribution to collaborative research projects.</i> • <i>Identify sources of funding and other income-generating activities and contribute to the process of securing funds.</i> • <i>Extend, transform and apply knowledge acquired from scholarship to research and appropriate external activities.</i> • <i>Review and synthesise the outcomes of research studies.</i> • <i>Expected to produce REF eligible research outputs at a quality threshold of 2* or higher</i> • <i>Collaborate or lead on writing proposals and applications to external bodies, e.g. for funding and contractual purposes.</i>
Communication	<ul style="list-style-type: none"> • <i>Routinely communicate complex and conceptual ideas to those with limited knowledge and understanding as well as to peers, using high level skills and a range of media.</i> • <i>Make a significant contribution to the production of research reports or other outputs as related to the discipline.</i> • <i>Present information on research progress and outcomes to bodies supervising research, e.g. steering groups.</i> • <i>Make presentations at conferences or exhibit work at other appropriate events.</i>

Liaison and Networking	<ul style="list-style-type: none"> • Collaborate actively within and out with the Institution to initiate and complete research projects and advance thinking. • Collaborate with academic colleagues on areas of shared research interest. • Liaise with colleagues and students. • Participate in and develop internal and external networks, for example to identify sources of funding, generate income, obtain consultancy projects, or build relationships for future activities.
Service Delivery	<ul style="list-style-type: none"> • Required to deal with internal or external contacts where the service is usually initiated by the role holder, working within the institution's overall procedures or policies. • Understand and explore the needs of stakeholders. • Adapt the service accordingly to ensure the usefulness or appropriateness and quality of service (content, time, accuracy, level of information, cost). • Create a positive image of the institution by being responsive and prompt in responding to requests.
Team Development	<ul style="list-style-type: none"> • Mentor colleagues with less experience and advise on personal development. • Could be expected to supervise the work of others, for example in research teams or projects. • Provide guidance as required to other staff and any students who may be assisting with the research.
Teamwork & Motivation	<ul style="list-style-type: none"> • Take lead responsibility for a small research project or identified parts of a large project. • Develop productive working relationships with other members of staff. • Co-ordinate the work of colleagues to ensure equitable access to resources and facilities. • Attend and contribute to relevant meetings.
Pastoral Care and Welfare	<ul style="list-style-type: none"> • Show consideration to others. • Deal with standard problems and help colleagues resolve their concerns about progress in research.
Initiative and Problem Solving	<ul style="list-style-type: none"> • Assess, interpret and evaluate outcomes of research. • Develop new concepts and ideas to extend intellectual understanding. • Resolve problems of meeting research objectives and deadlines. • Develop ideas for generating income and promoting research area. • Develop ideas for application of research outcomes.

Decision Making	<ul style="list-style-type: none"> • <i>Decide on research programmes and methodologies, often in collaboration with colleagues and sometimes subject to the approval of the head of the research programme on fundamental issues.</i> • <i>Contribute to decisions affecting the work of the team.</i>
Planning and Organising Resources	<ul style="list-style-type: none"> • <i>Plan, co-ordinate and implement research programmes.</i> • <i>Manage the use of research resources and ensure that they are utilised effectively.</i> • <i>Manage or monitor research budgets where applicable (e.g. internal funding).</i> • <i>Help to plan and implement commercial and consultancy activities where applicable.</i> • <i>Plan and manage own consultancy assignments where applicable.</i>
Sensory and Physical Demands	<ul style="list-style-type: none"> • <i>Balance the pressures of research and administrative demands and competing deadlines.</i> • <i>Sensory and physical demands will vary from relatively light to a high level depending on the discipline and the type of work</i>
Work Environment	<ul style="list-style-type: none"> • <i>Required to be aware of the risks in the work environment and their potential impact on their own work and that of others.</i> • <i>May be expected to conduct risk assessment and take responsibility for the health and safety of others.</i>
Knowledge and Experience	<ul style="list-style-type: none"> • <i>Possess sufficient breadth or depth of specialist knowledge in the discipline to develop research programmes and methodologies.</i> • <i>Engage in continuous professional development in order to update knowledge, skills and understanding in field or specialism.</i> • <i>Understand equality and diversity issues as they may impact on areas of research content.</i> • <i>Hold a first degree</i>