

## Postdoctoral Research Fellow

<b>Job Reference:</b>	A2A-3166
<b>Department:</b>	Institute of Management Studies
<b>Grade/ Salary:</b>	Grade 7 £39,306.20 - £43,783.32, pro rata.
<b>Contract Type:</b>	0.5FTE Fixed Term for 1 Year
<b>Location:</b>	New Cross, London

Closing date for applications: 12.10.2020

Interviews: week beginning 02.11.2020

### Goldsmiths

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Goldsmiths, University of London is a world-leading centre of educational excellence where ground-breaking research meets innovative teaching and thinking. We're looking for inspiring and talented people to help build on our global reputation while also growing personally in a true learning organisation.

We are happy to supply information in alternative formats for disabled applicants.

Please contact [hr@gold.ac.uk](mailto:hr@gold.ac.uk) to make your request.



Passionate about advancing equality  
and celebrating diversity.  
Together, we are different



Together  
we are different

## The Institute of Management Studies

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The Institute of Management Studies (IMS) combines innovative and world-renowned 4\* research in one of the most creative universities in the UK with the expertise of leading academics in the fields of economics, marketing, management, innovation and occupational psychology. The IMS is the result of a unique, interdisciplinary collaboration that draws on the teaching of diverse yet complementary subjects, in order to provide students with a distinct qualification and the skills that will allow them to adapt to, and stand out in, an increasingly competitive economy.

### Job description

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Reporting to: Dr Jo Lloyd, Head of Department, Institute of Management Studies

#### Summary:

The primary role of the successful candidate will be to work collaboratively on a programme of research directed by the Head of Department, Dr Jo Lloyd. We are looking for candidates whose research interests are broadly related to wellbeing, mental health and quality of life, with particular focus on one or more of the following populations: employees in the workplace; marginalised social groups; and larger social units (e.g., dyads, organisations, local authorities etc.)

Candidates will be able to lead on all aspects of the research process, from the design and execution of projects, to the management and analysis of data, to the presentation of findings. Candidates will be able to perform advanced quantitative data analysis (e.g., structural equation modelling, latent growth curve modelling, multilevel modelling) and will be proficient in communicating the findings of this analysis to a range of audiences, but particularly academic journals.

#### Main duties:

- Working collaboratively on a programme of research directed by the Head of Department, Dr Jo Lloyd.
- Carrying out research projects in the areas of wellbeing, mental health and quality of life, with particular focus on the following populations: employees in the workplace; marginalised social groups (particularly transgender and gender

nonconforming people); and larger social units (e.g., dyads, organisations, local authorities etc.) It is envisaged that this will involve designing and executing applied studies using survey management platforms such as Qualtrics.

- Managing and analysing large, complex datasets, that are often longitudinal and/or multilevel in nature; thus, excellent data management and advanced quantitative analysis skills are essential, with proficiency in using software such as Mplus.
- Leading in the write-up of empirical journal articles and potentially grant applications; thus, superb academic writing skills in English are essential. The post-holder will be included as an author in all relevant publications.
- Liaising with co-authors in the production of journal articles and managing the submission and revision of these articles.
- Liaising with a variety of research partners (organisations, research groups, participants) on a range of research-related matters.
- Preparing presentations for conferences and other forums (e.g., invited addresses, professional presentations, public engagement).
- Supporting the Head of Department in the supervision of their doctoral students.
- Undertaking any other research and/or admin duties as may reasonably be required.
- Opportunities to contribute to the design and teaching of undergraduate and/or postgraduate modules can be explored if desired.
- Ensure that you are aware of and aligned with Goldsmiths' Regulations, Strategy, and Objectives to work together to proactively advance Equality and Diversity
- At all times to help maintain a safe working environment by participating in training as necessary and following the Goldsmiths' Health and Safety Codes of Practice and Policy.

## **Person Specification**

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Detailed below are the types of qualifications, experience, skills and knowledge which are required of the post holder. Selection will be made upon evidence of best-fit with this criteria.

The Essential criteria sections show the minimum essential requirements for the post, therefore if you cannot demonstrate in your application you meet the essential criteria categorised below, you will not be invited to interview.

The Desirable criteria sections show additional attributes which would enable the applicant to perform the role more effectively with little or no training.

The Category column indicates the method of assessment:

**A = Application form      C = Certificate**  
**I = Interview                R = Reference**  
**T = Test / P = Presentation**

	<b>Category</b>
<b>Essential Criteria 1 - Qualifications</b>	
A PhD in Psychology or a closely related discipline (or evidence of having submitted a PhD thesis for examination) on a topic related to Dr Jo Lloyd's research areas.	A, C, I
<b>Essential Criteria 2 - Experience</b>	
Experience in designing and executing applied studies using survey management platforms such as Qualtrics.	A, I, P
Experience in managing and analysing large, complex datasets.	A, I, P
Experiencing in performing and interpreting advanced quantitative data analysis (e.g., structural equation modelling, latent growth curve modelling, multilevel modelling) using software such as Mplus.	A, I, P
Experience in publishing empirical journal articles in high-calibre journals, or the clear potential to do so.	A, I, P
Experience in liaising with various groups in the process of research (e.g., co-authors and research partners).	A, I, P
Experience in translating complex research findings into formats appropriate for presentation at conferences and other forums.	A, I, P
<b>Desirable Criteria 2 - Experience</b>	
Experience in working with non-academic organisations.	A, I, P
Experience in supervising other people undertaking research (e.g., students, research assistants etc.)	A, I, P
<b>Essential Criteria 3 – Knowledge</b>	
Knowledge of the empirical research process.	A, I, P
Knowledge of a range of advanced statistical methods.	A, I, P
Knowledge of topics related to Dr Jo Lloyd's research areas.	A, I, P

Knowledge of the over-arching goals of higher education and research.	A, I, P
<b>Essential Criteria 4 - Skills</b>	
Superb oral, written and reading skills in English.	A, I, P
Ability to manage one's time, work independently and meet deadlines.	A, I, P, R
Excellent organisational, interpersonal, and team-working skills.	A, I, P, R
Collegial, with ability to work collaboratively as part of a team.	A, I, P, R
High degree of initiative and motivation.	A, I, P, R

**Please also note that where qualifications are required, employment is conditional on the verification of them. Qualifications (must be original documents) will be checked on the first day of appointment.**

For more information about the role, please contact Dr Jo Lloyd (J.Lloyd@gold.ac.uk)

**September 2020**

### **Summary of Benefits**

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If you choose to work with us, you'll become part of a learning organisation that is committed to professional and personal development, with a comprehensive and innovative staff development programme.

You'll also have access to frequent lunchtime and evening talks, seminars and performances, and annual performance and development reviews.

Our other benefits include:

- Competitive salary
- Working in Zone 2, with fantastic transport links and interest free travel to work loans
- Excellent annual leave entitlement plus additional closure days at Christmas and Easter

- Membership of USS or LPFA pension scheme
- Access to exclusive discounts, including high street retailers
- Maternity, paternity and adoption leave and pay and tax efficient childcare voucher scheme
- Contractual sick pay provision
- Free eye tests
- Wellbeing initiatives including the Chaplaincy and Staff Choir
- On-site [dining facilities](#) and [gym](#)
- Access to [University of London facilities](#) such as Senate House Library

### Further information

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For more information about Goldsmiths, please visit: [www.gold.ac.uk/about](http://www.gold.ac.uk/about).

***Thank you for your interest in working with us, we wish you all the best with your application.***