

Job Description & Person Specification

Academic and Research roles

JOB DESCRIPTION

Job title	Post-doctoral Research Fellow: Aquaculture (behaviour and physiology)
School/Department	Health and Life Sciences
Division (if applicable)	Biological Sciences and Health
Programme (if applicable)	
Location	Lanarkshire Campus
Reporting to	Professor Kath Sloman/UKRI Project PI
UWS grade	AC2
FTE	1.0

Job summary

This position will support the aims of the interdisciplinary UKRI-funded project, 'Early intervention systems for sustainable aquaculture health in Viet Nam and Thailand'. The project will develop technologies for rapid identification of changes in pathogen load, water quality, animal behaviour and feeding that can be used as early warnings of adverse health outcomes in aquaculture (with particular reference to shrimp). How these parameters are influenced by wider climatic fluctuations will also be considered. The PDRA will be responsible for collection of behavioural and physiological data both during field work in Viet Nam and also using shrimp aquaculture systems at UWS. They will work alongside other PDRAs within the UK, Viet Nam and Thailand in data analysis, generation of scientific reports and papers, and integrating research findings across disciplines.

People & finance responsibilities

People	There are no line management responsibilities associated with this role.
Finance	There are no budget responsibilities associated with this role.

Key activities

1. Take a leading, practical role in the collection and analysis of a range of behavioural and physiological samples, both during field work in Viet Nam if required, and also using shrimp aquaculture systems at UWS.
2. Shrimp husbandry at UWS to ensure provision of suitable samples to other partners on the project when required.

3. Coordinate and manage data collection remotely from Viet Nam through collaborators and sub-contractors to complement data collected in person.
4. Processing of behavioural footage through image analysis and computer algorithms, in collaboration with colleagues in computing.
5. Processing of physiological and water samples in the lab.
6. Coordinate and manage data (including data quality, integrity and security) from existing sources and new data acquired by the project, staff and external partners.
7. Prepare reports covering aspects of the research project and present to relevant audiences as required.
8. Contribute to the preparation of articles for publication in peer-reviewed journals.
9. Coordinate consumables and other research-related activities.

Job scope

Planning and organising	<ol style="list-style-type: none"> 1. Work closely with the research team across the project. 2. Work on own initiative prioritising workload to ensure achievement of research activities and project deadlines. 3. Coordinate workload with members of the project team within UWS as well as external partners to avoid duplication of workload and conflict. 4. Undertake and/or coordinate data collection, data analysis, writing up of findings and dissemination of findings. 5. Use research resources/facilities as appropriate.
Decision making	<ol style="list-style-type: none"> 1. Deal with problems which may affect the delivery of, or the achievement of research objectives and deadlines. 2. Contribute to decisions affecting the work of the team. 3. Analyse and interpret the results of research and contribute to the generation of original ideas based on outcomes, and to decisions relating to exploration activities.
Working relationships – <i>Liaison and Networking</i>	<ol style="list-style-type: none"> 1. Work closely with and be supported by both the project PI and Co-Is and external partners and members of the School of Health and Life Sciences. 2. Liaise with colleagues and support staff within the Schools at UWS on research matters.
Working relationships – <i>Communication</i>	<ol style="list-style-type: none"> 1. Collaborate with practitioners and researchers inside and outside of the University.

Working relationships – Teamwork	<ol style="list-style-type: none"> 1. Actively participate as a research team member. 2. As appropriate attend and contribute to project team meetings, and other relevant meetings. 3. Demonstrate awareness of ethical issues pertaining to the research process and consideration to others.
Working relationships – Pastoral Care	<p>There are no pastoral duties associated with this role.</p>
Working relationships – Managing People	<p>There are no line management responsibilities associated with this role.</p>

PERSON SPECIFICATION

Qualifications

			Evidence A = Application I = Interview
Essential	QE1	Ph.D. (awarded or close to completion) in relevant environmental science with strong relevant behaviour/physiology component.	A
Desirable	QD1 QD2		

Experience

			Evidence A = Application I = Interview
Essential	EE1	Experience of working in research or industry relevant to environmental science/aquaculture.	A
	EE2	Good project management and communication skills.	I
Desirable	ED1	Experience of lab/field based data collection in aquatic animals.	A

Skills

			Evidence A = Application I = Interview
Essential	SE1	Excellent practical laboratory/field experience and skills of behavioural/physiological analysis, particularly in relation to aquatic animals.	A
	SE2	Good awareness of Health & Safety requirements for both field and laboratory work within and external to the UK.	A/I
	SE3	Good communication and interpersonal skills.	I
Desirable	SD1	Excellent writing skills.	A/I
	SD2	Attention to fine detail, ability to problem solve and work on own initiative and as part of a team.	I
	SD3	Behavioural observation skills applied to aquatic animals.	A

Knowledge

			Evidence A = Application I = Interview
Essential	KE1	Knowledge of aquatic animal husbandry/aquaculture.	A
Desirable	KD1	Knowledge of current methods used in behavioural/physiological analysis.	I

Behaviours

			Evidence A = Application I = Interview
Essential	BE1	Must have a professional and confident manner and the ability to work as part of a team as well as working independently.	I
	BE2	Ability to work under pressure and meet tight deadlines.	I
	BE3	Must be flexible and be willing to work outside of normal working hours, as required.	I
	BE4	Must be willing to travel and visit other external partners, including internationally (Viet Nam, Thailand).	I
Desirable	BD1	Excellent organisational skills.	A
	BD2	Enthusiasm and commitment.	I

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