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| Job Description |  |
| Research Fellow | Grade: 7 |
| Department: School of Management | Location: Canary Wharf and Bloomsbury |

#### Reports to

**LONDON’S GLOBAL UNIVERSITY**

#### Dr. Cydney Dupree (Organisation & Innovation)

#### Context

**Background Information**

UCL is one of the world's top universities. At its establishment in 1826, UCL was radical and responsive to the needs of society, and this ethos – that excellence should go hand-in-hand with enriching society – continues today. UCL's excellence extends across all academic disciplines; from one of Europe's largest and most productive hubs for biomedical science interacting with several leading London hospitals, to world-renowned centres for architecture (UCL Bartlett) and fine art (UCL Slade School). With an annual turnover exceeding £1 billion, it is a major research and education hub in London and globally.

**The UCL community**

UCL's staff and former students have included 34 Nobel prize winners. It is a truly international community: more than one-third of our student body – more than 43,800 strong – come from 190 countries and one-third of staff are from outside the UK. UCL offers postgraduate research opportunities in all of its subjects, and provides more than 200 undergraduate programmes and more than 400 taught postgraduate programmes. Approximately 55% of the student community is engaged in graduate studies, with about 30% of these graduate students pursuing research degrees.

**Quality of UCL's teaching and research**

UCL is independently ranked as the most productive research university in Europe (SIR). It has the highest number of professors at any university in the UK. In Research Excellence Framework 2014 (REF 2014), UCL was rated the top university in the UK for 'research power' (the overall quality of its submission multiplied by the number of FTE researchers submitted). It was rated top not only in the overall results, but in each of the assessed components: publications and other research outputs; research environment; and research impact. REF 2014 confirmed UCL’s multidisciplinary research strength, with many leading performances across subject areas ranging from biomedicine, science and engineering and the built environment to laws, social sciences and arts and humanities.

**Equality**

UCL is proud of its longstanding commitment to equality and to providing a learning, working and social environment in which the rights and dignity of its diverse members are respected.

Some highlights are:

* **Race Charter Mark** - UCL holds a Bronze Race Equality Charter Mark award, recognising UCL's commitment to improving the representation, progression and success of minority ethnic staff and students.
* **Athena SWAN** - UCL holds an institutional Silver [Athena SWAN](http://www.ucl.ac.uk/hr/equalities/gender/athena_swan.php) award – this recognises our commitment to and impact in addressing gender equality.
* **B-MEntor** – [B-MEntor](https://www.ucl.ac.uk/equality-diversity-inclusion/equality-areas/race-equality/b-mentor-professional-mentoring-scheme) is a mentoring scheme for black and minority ethnic staff. The mentoring scheme is a collaborative initiative with a number of London-based universities.

Please see our [Equalities and Diversity Strategy 2020-2021](https://www.ucl.ac.uk/equality-diversity-inclusion/equalityucl/new-ucl-plan-launched-ensure-momentum-equity-and-inclusion/equity-and-inclusion-plan) for information on our current priorities.

**Location and working environment**

UCL is a welcoming, inclusive university situated at the heart of one of the world's greatest cities. The School of Management is located on the 38th and 50th floors of One Canada Square in Canary Wharf, at the heart of Europe’s premier finance and business district, whilst also having a base on UCL’s historical Bloomsbury campus. While the post holder will be expected to work at both the School’s Bloomsbury and Canary Wharf sites, they will be based in Canary Wharf.

**The UCL School of Management**

The UCL School of Management is home to UCL’s business and management research and education programmes. The School has forged a reputation for world-leading research and teaching in the areas of innovation management, the creation and growth of technology-intensive organisations, business analytics, and entrepreneurship.

The 2014 Research Excellence Framework (REF) rated the majority of the research performed in the UCL School of Management as “world-leading”; at 55% this was the highest percentage of any business school in the UK, matching London Business School’s performance and ahead of Imperial, LSE, Oxford and Cambridge.

The School is a member of the Chartered Association of Business Schools. Our academic staff, comprised of 73 academic and education faculty, is organised around five research groups, *Strategy & Entrepreneurship*, *Organisations & Innovation*, *Operations & Technology*, *Marketing & Analytics*, and *Finance, Accounting & Economics*. We offer innovative undergraduate, postgraduate, MBA, MRes & PhD and executive programmes in Management, Entrepreneurship, Business Analytics, Business Information Systems, and Finance, designed to prepare students for leadership roles in the next generation of innovation-intensive organisations.

The School is home to over 2,000 students, with more than 55% from outside the UK. The School’s faculty members also come from all over the world, with PhDs from Harvard, Princeton, Stanford, Columbia, Northwestern, Cornell, Duke, Cambridge, London Business School and others.

The UCL School of Management takes full advantage of being part of a world-leading university through its interdisciplinary outlook and builds on close collaborations in both research and education with other UCL departments, including psychology, public policy, computer science, engineering, economics, statistics and medical sciences.

Further information about the School can be found here: [www.mgmt.ucl.ac.uk/](file:///C:\Users\DeePatel\AppData\Local\Microsoft\AppData\Local\Microsoft\Users\DeePatel\AppData\Local\Reader%202016\www.mgmt.ucl.ac.uk\)

#### Main purpose of the job

University College London’s (UCL) School of Management seeks to appoint a post-doctoral Research Fellow in the UCL School of Management. This post is **research-only from September 1st 2024 (negotiable)**.

The post holder will be expected to work with Dr Cydney Dupree (the PI) on a research program on diversity, inequality and inclusion (broadly defined). The post holder will be expected to contribute to ongoing research projects as well as initiate new research projects. The post holder will work primarily with the PI, but may have the opportunity to work with other members of the O&I faculty as well. In addition to performing research, the post holder will lead the organisation of an academic conference on diversity at UCL SOM. The fellow is expected to become actively involved in the O&I intellectual community by participating in the reading group, workshops, and research seminars. This position will prepare the post holder to subsequently apply for research-oriented faculty positions in management or related fields.

#### Duties and responsibilities

* The postholder will be expected to produce research outputs at internationally excellent standard in terms of originality, significance and rigour, in line with objectives agreed with the PI and to pursue the publication of these research outputs at world-leading academic journals in collaboration with the PI.
* The post holder will be expected to conduct empirical, quantitative research, following rigorous academic standard, in line with the objectives agreed with the PI.
* The post holder will be expected to share with the PI, in a timely manner and in a suitable format, the code and the analyses. The post holder will be expected to collaborate with the PI in the development of research manuscripts that draw on these analyses.
* The post holder will be expected to deliver systematic literature reviews relevant to the programme’s outputs.
* The post holder will generate research outputs with non-academic impact and be in charge of dissemination efforts.
* The postholder will be expected to present research findings at international conferences, with the PI.
* The post holder will actively follow UCL policies including Equal Opportunities policies and be expected to give consideration within their role as to how they can actively advance equality of opportunity and good relations between people who share a relevant protected characteristic and people who do not share it. The postholder will actively maintain an awareness and observation of fire and health and safety regulations.

This job description reflects the present requirements of the post, and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post holder.

The post holder will carry out any other duties as are within the scope, spirit and purpose of the job as requested by the School Manager and School Director.

The post holder will actively follow UCL policies including Equal Opportunities policies and be expected to give consideration within their role as to how they can actively advance equality of opportunity and good relations between people who share a relevant protected characteristic and people who do not share it.

The post holder will maintain an awareness and observation of Fire and Health & Safety Regulations.

#### To apply for this post

1. Fill in the online application on UCL ROME

2. Upload a current research statement outlining how your research is relevant to social networks and inequality on UCL ROME

3. Upload a CV on UCL ROME

4. Upload a published/working paper on UCL ROME

Do not upload teaching statements please.

**For questions on the role, the research program and the duties/responsibilities, reach out to the PI:** c.dupree@ucl.ac.uk

**For questions on visas, policies and technical issues, contact:**

[mgmt-hrsom@ucl.ac.uk](mailto:mgmt-hrsom@ucl.ac.uk)

# Person Specification

| **Criteria** | **Essential or Desirable** |
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| **Qualifications, experience and knowledge** |  |
| Awarded or nearly completed a PhD in Management, Psychology, or related field. If the PhD has not been awarded before the employment start date, the post holder will be appointed at the Research Assistant grade 6B level until the PhD award. | Essential |
| Advanced knowledge and experience in quantitative research methods and analysis – *evidenced at application through the CV and working papers/publications* | Essential |
| Demonstrable interest in diversity, inequality and/or inclusion – *evidenced at application through the CV and cover letter*. | Essential |
| **Skills and abilities** |  |
| Excellent data science skills – *evidenced at application through the CV and working papers/publications, and at interview stage* | Essential |
| Excellent text analysis skills – *evidenced at application through the CV and working papers/publications, and at interview stage* | Desireable |
| Excellent verbal communication skills in English – *evidenced at interview stage* | Essential |
| Excellent written communication skills in English – *evidenced through the CV and working papers/publications* | Essential |
| Ability to work independently with little supervision | Desirable |
| **Attributes** |  |
| Desire to use the post-specific opportunities to advance their professional development – *evidenced through cover letter* | Essential |
| Ability to exercise tact and discretion and display a professional attitude towards colleagues, students, and others – *evidenced at interview stage* | Essential |

# Date compiled: 15 Dec 23