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**Job Description**

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| **Job title:** | **Applied Behavioural Scientist – KTP Associate** |
| **Department/School:** | **School of Management and Dept of Psychology** |
| **Salary:** | **£31,000 – £34,000 per annum, depending on qualifications and experience, and a £4,000 training budget towards your personal development.**  **The post is fixed term for 15 months** |
| **Location:** | **CheckRisk Management Services Ltd.**  **Central Bath** |

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| **Job purpose** |
| This is a fifteen-month Knowledge Transfer Partnership (KTP) between CheckRisk Ltd and the School of Management and Department of Psychology at the University of Bath.  The aim is to deliver an innovative Stakeholder Profiler tool that helps organisations avoid misalignments such as ‘insufficient’ risk-taking, ‘too much/ risk-taking, or perverse incentives that inhibit innovation and growth.  The tool will enable companies and individuals to better understand risk and make better decisions.  These techniques are particularly important today where socially responsible activity or sustainable development is becoming an important driver for innovation.  The KTP project brings together a unique mix of academic disciplines, presenting the Associate with a challenge in bringing together risk analysis approaches from multiple disciplines.  The Associate will be from a Cognitive Psychology background with a mathematical capability and understanding of the relationship between psychology and behavioural economics in organisational contexts.  The Associate will need to rapidly familiarise themselves with a variety of research materials and theoretical models from different research disciplines.  The integration of organisational theory and neuroeconomics, and novel translation of risk analysis models across sectoral contexts, will require creativity and the ability to find novel solutions to the technical challenges this integration of models will require. |

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| **Source and nature of management provided** |
| The KTP project is delivered by the Associate and is managed through a Local Management Committee (LMC). This is chaired by the senior company executive and comprises the Company and Academic leaders/supervisors and a KTP Advisor (Innovate UK representative) and meets every 4 months. Monthly progress meetings are held with the Company and Academic Supervisors. Day-to-day management will be organised by the Company’s Director of Data Science. |

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| **Staff management responsibility** |
| There is no direct management responsibility. |

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| **Special conditions** |
| The Associate must be able to travel as required, to attend KTP residential modules and any meeting in the UK or overseas as is necessary for the successful completion of the project. |

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| **Main duties and responsibilities** | |
| **1** | **Development & Testing of Stakeholder Profiler**   * Reviewing state-of-the-art academic literature and at-market solutions * Development of key performance metrics / bench-marking approach * Development & Testing of Organisational Risk Profiler * Development & Testing of Career Risk Profiler * Development & Testing of Behavioural Comfort Zone Profiler |
| **2.** | **Project Leadership.**   * Lead the day-to-day technical development of the project |
| **3.** | **Teamwork and motivation**.   * This project is part of a wider team effort and flexibility will be required when scheduling tasks and there will be some mini-projects in addition to the KTP projects. * Be a very strong communicator and demonstrate the ability to work with both the academic supervisor and the wider team in the University’s School/Department as well as with company colleagues and supervisors. |
| **4.** | **Initiative and problem-solving.**   * The main objectives of the project and the desired timeline are set but how they will be achieved will be dictated by the evolution of the research. * The Associate must therefore be self-motivated to complete the tasks and manage the project accordingly. |
| **5.** | **Customer Interaction**.   * Development of working relationship with External User Group * Capturing user requirements and translating those to product features |
| **6.** | **Supervision.**   * At specific times in the project, the Associate will be expected to supervise technical personnel for completion of specific tasks, either in person or remotely. E.g. The translation / implementation of profiling approaches to software. |
| **7.** | **Liaison and Networking**.   * The project relies on a good dissemination of results but also the pro-active search for the right information, sometimes outside the applicant’s direct skill set, and sometimes to show external customers the results of the project and how it matches their objectives. Timely and relevant exchanges of information are important. |
| **8.** | **Communication.**   * The Associate is expected to write monthly progress reports and prepare executive summaries and other reports for the Local Management Committee (LMC) meetings. * Within the limits of commercial confidentiality, the Associate will have the opportunity to deliver papers at conferences and research seminars and will be expected to co-author articles in peer-reviewed international publications. * Excellent written and oral communication skills are therefore important. |
|  | The Associate will be an employee of the University of Bath and based at the Company for most of the time. |
| You will from time to time be required to undertake other duties of a similar nature as reasonably required by your line manager. You are required to follow all University policies and procedures at all times and take account of University guidance**.** | |

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**Person Specification**

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| **Criteria** | **Essential** | **Desirable** |
| **Qualifications** |  |  |
| A first degree (1st or 2.1 class honours degree) in a subject involving statistical analysis.  Master’s in Psychology, Applied Psychology, or another closely related subject.  PhD (or equivalent significant relevant experience and professional qualification) in Psychology, Applied Psychology or another closely related subject. | ****  **** | **** |
| **Experience/Knowledge** |  |  |
| An interest and awareness in the field of behavioural economics, psychology and innovation.  Experience in statistical modelling or data science.  Some knowledge and understanding of commercial business acumen, with some understanding of the financial sector.  Computer literate with some experience of programming in R, Python or MATLAB or similar.  Some experience communicating complex technical information to a non-technical audience.  Project management experience or demonstrated self-motivation in industry and/or research settings. | ****  ****  **** | ****  ****  **** |
| **Skills** |  |  |
| Strong analytical skills.  Excellent written and verbal communication skills (proven experience of writing reports, giving presentations, interacting with customers or other third parties communicating complex technical information to stakeholders at all levels).  Excellent problem-solving skills and tenacity, working to achieve own and team objectives and to overcome obstacles.  Ability to manage time critical projects to agreed plans and specifications  Ability to conceptualise and understand the commercial imperative for the project. | ****  ****    ****  ****  **** |  |
| **Attributes** |  |  |
| Teamwork and motivation: experience of working as part of a multi-disciplinary team.  Self-motivated: ability to “take ownership” of the project and bring it to successful completion  Awareness of the principles of KTP and a willingness to embrace them | ****  ****  **** |  |