**Job Description**

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| **Job title:** | Research Associate |
| **Department/School:** | School of Management |
| **Grade:** | 7 |
| **Location:** | University of Bath premises |

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| **Job purpose** |
| The School of Management is seeking to recruit a postdoctoral researcher for an ESRC funded project on “*Risky Business: Understanding intergenerational persistence in entrepreneurship*”. This is a three-year, full-time post to carry out research in an interdisciplinary team embedded in the Centre for Research on Entrepreneurship and Innovation ([CREI](https://www.bath.ac.uk/research-centres/centre-for-research-on-entrepreneurship-and-innovation-crei/)) and the Institute for Policy Research ([IPR](https://www.bath.ac.uk/research-institutes/institute-for-policy-research/)) at the University of Bath.  The project addresses the question of how entrepreneurial parents influence the entrepreneurial career choices of their children. Answering this question will allow better understanding of the role of family roots in nurturing the formation of entrepreneurial intent in young people, feeding into enterprise policy but also informing family and welfare policymakers.  The postholder will be expected to contribute to three core studies aimed at identifying and measuring the multiple mechanisms of transmission of entrepreneurialism in the family context, using UK birth cohort data. The postholder will construct and maintain the datasets and run the initial estimation of all models. The data is highly complex and will require a researcher with experience of constructing, linking and managing data from large-scale survey and/or cohort datasets. The postholder will have skills in advanced quantitative research methods and econometric analysis of survey and/or cohort datasets. Experience in entrepreneurship and/or intergenerational research with foundations in management, economics, psychology, or sociology would be welcomed.  The researcher will also be expected to contribute to the development and preparation of journal articles for high-ranking international peer-reviewed journals, and non-technical policy briefs summarising the research for policymakers. The researcher will also take part in further methods of dissemination to academic and policy audiences (i.e. conference presentations, workshops, seminars). The postholder will engage in dialogue with stakeholders from different communities throughout the research process. |

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| **Reports to:** |
| Prof Orietta Marsili (PI) and Dr Matt Dickson (CI) |

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| **Staff management responsibility** |
| None |

| **Main duties and responsibilities** | |
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| **1** | To conduct individual and/or collaborative research projects. To contribute to the design and execution of the ESRC funded project “*Risky Business: Understanding intergenerational persistence in entrepreneurship*”. |
| **2** | To construct and maintain the datasets for analysis, and to perform statistical analyses and estimation of econometric models. To contribute to the elaboration and implementation of the econometric models, and to the interpretation of findings. |
| **3** | To use the statistical software package Stata. |
| **4** | To be actively involved in project management: timetabling and meeting project milestones; participating in regular discussions with research team and other internal and external stakeholders. |
| **5** | To write up results of research and to contribute to the publication of research outputs in high-quality peer-reviewed academic journals. |
| **6** | To continually update knowledge and understanding in the field or specialism to inform research activity. |
| **7** | To disseminate academic results of the project as appropriate to the discipline by presenting at conferences, workshops, and seminars. To assist in the editing of a journal special issue on the project topic. |
| **8** | To summarise the research findings in a style suitable to communicate to policy makers and the public through non-technical policy briefs, blogs, and social media. |
| **9** | To help organising and to participate in dissemination events for academic and non-academic communities: findings launch conference, international academic workshop, consultation events with stakeholders, presentation to advisory group. |
| **10** | To engage with key stakeholders by arranging, preparing, and participating in face-to-face briefings with policymakers and third sector organisations. |
| **11** | To participate in relevant workshops and initiatives of the Centre for Research on Entrepreneurship and Innovation ([CREI](https://www.bath.ac.uk/research-centres/centre-for-research-on-entrepreneurship-and-innovation-crei/)) and the Institute for Policy Research ([IPR](https://www.bath.ac.uk/research-institutes/institute-for-policy-research/)). |

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| **Special conditions** |
| Compliance with all relevant Codes of Practice and regulations for the University and relevant discipline, and any further requirements of the ESRC. |

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| **Career and Professional Development Activities** |
| From time to time you may be asked to assist in the facilitation of CPD activities. This will form part of your substantive role and you will not receive additional payment for these activities. |

**Person Specification**

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| **Criteria** |  | **Essential** | **Desirable** |
| **Qualifications** |  |  |  |
| A PhD degree (completed or near completion) in subject area of direct relevance to the project |  | √ |  |
| **Experience/Knowledge** |  |  |  |
| Postdoctoral experience |  |  | √ |
| Demonstrated significant depth and breadth of specialist knowledge of subject matter to contribute to the research programme |  | √ |  |
| Demonstrated awareness of latest developments in the field of research and in research design |  | √ |  |
| Demonstrated potential to publish in high quality, peer reviewed journals |  | √ |  |
| Experience with the management and statistical analysis of large datasets |  | √ |  |
| Experience in performing econometric analysis of longitudinal and/or cohort datasets |  |  | √ |
| **Skills** |  |  |  |
| Ability to organise and prioritise own workload |  | √ |  |
| Ability to disseminate results via presentations and publications |  | √ |  |
| Excellent oral, interpersonal and written communication skills |  | √ |  |
| Ability or willingness to rapidly learn to communicate effectively with policy makers and third sector organisations |  | √ |  |
| Demonstrated proficiency in advanced quantitative analyses |  | √ |  |
| Proficiency in using Stata or willingness to become an advanced Stata user while having working knowledge. |  | √ |  |
| **Attributes** |  |  |  |
| Ability to be an effective team worker |  | √ |  |
| Innovation and developing creative solutions |  | √ |  |
| Enthusiasm and self-motivation |  | √ |  |
| Commitment to excellence in research |  | √ |  |
| Commitment to working within professional and ethical codes of conduct |  | √ |  |
| Organisation – able to plan and deliver work to meet required deadlines |  | √ |  |
| Tenacity – working to achieve own and team objectives and to overcome obstacles |  | √ |  |