



Job Description

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| Job title | Research Fellow |
| Department/School | Psychology |
| Job family | Education and Research |
| Grade | 8 |
| Reporting to | Principal Investigator (PI) or Co-Investigator (CI) for area of research |
| Responsible for | Research students and/or other research staff |
| Location | University of Bath premises |

Background and context

An exciting opportunity has arisen to join the UK Centre for Climate Change and Social Transformations ([CAST](#)). CAST is a global hub for understanding the crucial role that people play in fighting climate change. We are a cross-institutional research centre with world-leading expertise in environmental psychology, behaviour change, public engagement, policy, governance, education, and more. Our Centre is a vibrant community, committed to doing impactful research and to promoting an inclusive and positive working environment (see our [EDI plan](#)).

We are seeking an experienced Research Fellow to lead a programme of quantitative behavioural research to advance understanding of climate-relevant behaviour change and life choices. The role will involve co-designing research with stakeholder partners, data collection and analysis, and disseminating findings to create impact. This is a key role in a major new programme of social science research, funded by a philanthropic organisation, on People-Centred Climate Resilience (PCR). The four-year programme aims to accelerate transformative, equitable, climate-resilient, low-carbon behaviour change by integrating individual and systemic approaches, developing and testing innovative composite interventions, and empowering diverse communities and stakeholders to drive sustained societal transformation across scales and sectors.

You will be responsible for two projects:

- (a) *Behaviour change interventions with householders*: Addressing under-examined areas of domestic and consumer resource use, you will explore drivers of, and barriers to, householder adoption of low-carbon, climate-resilient actions (e.g. passive cooling, water reuse) and test novel interventions to increase their uptake. You will work in partnership with relevant private- and third-sector partners (e.g. water utilities, social housing

associations) to co-design and co-deliver interventions targeting the most impactful actions. This will include using participatory methods with both householders and wider system actors to identify composite interventions that address barriers to action experienced by different groups; and consider the potential for both positive and negative behavioural spillovers.

(b) *Longitudinal cross-national survey on life choices*: The second project will explore the little-examined area of how climate change influences individuals' life choices, such as where to live, what career to follow, and whether and when to have children. You will undertake a large cross-national longitudinal survey of 15+ countries (with varying climate risks and vulnerabilities, different climate policy approaches, etc.) to explore the relative salience of climate change versus other factors (e.g. income, family ties, cultural norms) in these major life choices. The survey (N=1000 per country) will focus on the role of climate impacts (experienced and perceived), but also mitigation and adaptation policies as potential drivers for choices, and how structural, social and spatial inequalities may hinder engagement with climate action. Two waves of data collection will be conducted 18-months apart, allowing us to track how/when intentions translate into action; and how changing contextual factors shape decisions.

Job purpose

To conduct high quality research including securing funding via research grants and/or fellowship applications and building a research group appropriate to the home department.

Main duties and responsibilities

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| 1 | Conduct collaborative research projects that result in high impact research in climate-relevant behaviour change and life choices. Develop research objectives, projects and proposals. Set standards by scoping projects and managing its delivery (e.g. timeline, budget, quality) to fulfil research grant proposals. |
| 2 | Publish in high quality peer-reviewed journals appropriate to the discipline. |
| 3 | Attract sources of funding either individually or as part of a team. |
| 4 | Contribute to the supervision, training and research of graduate students and undergraduate project students and the assessment of student knowledge. Train and support colleagues in developing their research techniques. |
| 5 | Develop and sustain an external research profile and reputation and international research links through activities such as: <ul style="list-style-type: none"> • Overseas research visits • Conference presentations |

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| | <ul style="list-style-type: none"> • Conference organisation • Refereeing • Public engagement activities |
| 6 | Promote and engage in interdisciplinary research activities. |
| 7 | Bring funding into the department through consultancy, exploitation of intellectual property rights, or other knowledge or technology-transfer activities (where appropriate). |
| 8 | Disseminate knowledge of research advances to inform the departmental teaching effort. |
| 9 | Provide input into wider departmental work and planning. |
| 10 | <p>As a member of Research Staff at the University, you will be encouraged to take up a minimum of 10 days' professional development pro rata per year. You should use this time to spend on activities that will benefit your career development and your personal growth. Examples include: attending workshops, career development coaching, mentoring, training courses, participation in networks, attending conferences, writing fellowship or funding applications, and representing the research staff community on committees or working groups.</p> <p>The University, as a signatory to the Concordat for the Career Development of Researchers, is committed to its principles. We aim to provide a supportive and inclusive environment, where researchers' contributions are recognised and valued, and we provide opportunities to enable research staff to develop their full potential.</p> |
| | 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. |

Person Specification

| Criteria | Essential | Desirable |
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| Qualifications | | |
| Undergraduate degree (e.g. BA, BSc, BEng) | √ | |
| PhD degree in subject area of direct relevance for the project; or | √ | |
| Professional/Industrial/Creative Doctorate in subject area of direct relevance for the project (e.g. DBA, MD, EdD, PsyD, EngD, DA); or | | |
| Professional qualification (e.g. Chartership) and relevant experience equivalent to that of a PhD; or | | |
| Professional experience in relevant discipline equivalent to that of a PhD | | |
| Experience/Knowledge | | |
| Postdoctoral experience in a relevant research field | √ | |
| Established area of independent expertise in research demonstrating a commitment to the highest standards of ethics and integrity in research; | √ | |
| Demonstrated expertise and knowledge in the latest developments in the field of research and in research design | √ | |
| Demonstrated potential to attract research funds | √ | |
| Demonstrated a sustained and auditable research record of outputs and a portfolio of articles published in high quality peer-reviewed journals and/or conference proceedings (or other outputs appropriate to the discipline, e.g. books/book chapters/portfolio of commercially sensitive reports) based on their work. | √ | |

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| Record of successful supervision of researchers | √ | |
| Understanding of university research funding mechanisms | | √ |
| Engagement with relevant national and international research communities | | √ |
| Skills | | |
| Excellent presentation and communication skills (e.g. in publishing and presenting research, training and outreach activities) – both oral and written | √ | |
| An inspiring research supervisor with broad interests across the subject area with effective people management skills | √ | |
| Leadership, organisational and administrative skills | √ | |
| Strong expertise and ability in the preparation of research proposals, conducting individual research work and the dissemination of results and impact | √ | |
| Ability to organise and prioritise own and others' workloads | √ | |
| Ability to write research reports and to effectively disseminate outcomes | √ | |
| High level of proficiency in experimental techniques (as appropriate to discipline) | √ | |
| Proficiency in utilising IT to improve the effectiveness and efficiency of research work (as appropriate to discipline) | √ | |
| Attributes | | |
| Versatile, innovative and developing creative solutions | √ | |
| Commitment to excellence in research, and to providing the highest quality experience for students | √ | |
| Ability to be an effective interdisciplinary team worker | √ | |
| Commitment to safe working practices | √ | |
| Commitment to working within professional and ethical codes of conduct | √ | |

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| Commitment to collaborative and interdisciplinary research | √ | |
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