**Project Specification**

This project will involve some research into how research careers have been impacted by the current COVID-19 pandemic. The project will focus specifically on research careers at University of Edinburgh, along with a wider review of the labour market, and provide support for improving online careers provision to support the outcomes.

The current pandemic highlights the need for better data on the research staff population and a review of research careers, as several research roles are affected and face disruption due to the lockdown and continuing restrictions. The University Adaptation and Renewal ECR Team have already identified issues facing ECRs and have started developing University resources to address them (<https://uoe.sharepoint.com/sites/EdinburghResearchOffice/SitePages/Support-for-early-career-researchers.aspx>). However, further work is required around identifying good practice and improving online careers provision. This relates to one of the main Concordat themes - Professional & Career Development - and aligns with our own Concordat action plan around continuing to develop research staff careers provision and improving population and destination data collection and quality.

The project will therefore also involve a review of the career destinations of our University alumni, to inform the types of industries and careers that research staff from the University have typically moved into. This will allow us to develop more targeted resources and training to support to our current research staff around their career planning and development. It will also allow research staff to be more proactive and take control of own careers.

The secondee also has the opportunity to connect with the [Evidence-Base research team](https://evidencebase.org.uk/) as an associate. The team is working to promote and execute a systems-based approach to problems of equality, diversity and inclusion in STEM.

This is one project from the SFC COVID-19 spending. All four projects will be based in IAD and will link to and support our Concordat Action Plan. The projects include:

1. Establish the Research Staff Hub (detailed work plan available – includes review website framework, liaise with services for relevant resources, produce website content, create single events calendar, develop communication strategy)
2. Improve redeployment of existing staff (detailed work plan available – includes review of data on research staff usage of talent register, interviews with staff and recruiters, development of best practice guides, training for research staff on profile building and adaptability to new projects, exploration of flexible funding options with research funders)
3. Strengthen support for managers and PIs of research staff through training and online resources (detailed work plan available – includes development of online “Managing Your Research Team” training with focus on EDI and research culture, production of videos and training materials, train the trainer for local College and School HR, delivery of training)
4. Develop careers resources and offer training to mitigate career impacts of COVID-19 (review of impact of COVID on researcher labour market, development of career development and management workshops and supporting learning materials, engagement with employers to identify best practice for researchers planning career transitions)

This specification focuses on the fourth project *‘Develop career resources and offer training to mitigate career impacts of COVID-19’*.

The project will involve:

1. Reviewing existing IAD career resources to identify gaps and updates
2. To review wider resources, specifically those developed post-COVID-19 and develop new resources based on best practice
3. To begin gathering research staff alumni data to improve our understanding of researcher career paths

**Person Specification:**

To research into the impact of COVID-19 on research careers and develop online resources/training to support all research careers at the University. Liaising with University colleagues, and Higher Education career experts, to review the labour market for researchers, and monitor and analyse national developments in researcher careers. Working closely with Schools/Colleges to identify what careers researchers in their Schools have moved onto, to shape and direct the promotion of best practice in career management for all researchers. Development of careers resources, guides, and a review of potential approaches for collecting career destination data for the University.

**Main responsibilities:**

* Review the impact of COVID on research labour market and University research community
* Creation of career development and management workshops and supporting learning materials
* Deliver career training to research staff at the University, identified from research results
* Engagement with employers to identify best practice for researchers planning career transitions

**Knowledge/skills and experience needed for the job:**

* Although you don’t have to have personal experience as a researcher, understanding of the research environment and opportunities for development available is desirable
* Knowledge of existing good practice in research staff career management and support across the University and more widely
* Project management and organisational skills to ensure activities/projects are delivered to a high standard within defined timescale.
* Analytical and problem solving to respond creatively to opportunities.