UWS UNIVERSITY OF THE WEST of SCOTLAND

Job Description

Date Job Description created: 8th October, 2018

Job Title:	**Job Holder:**
Post-Doctoral Research Fellow	Vacant
Department:	**Location:**
School of Health & Life Science	Paisley Campus

Reporting To:

Prof Brian Quinn.

Dimensions:

Financial: There are no budget responsibilities associated with this role

Managerial: There are no line management responsibilities associated with this role

Key Result Areas:

1. Take a leading, practical role in the strategic and routine operation of an 18 month BBSRC funded collaborative project on 'The development of diagnostic techniques to assess anaemia in aquaculture reared Atlantic Salmon (*Salmo Salar*)'. Interaction will be needed with project partners from both academia (University of Glasgow) and industry (Scottish Salmon Company & Marine Harvest).
2. Conduct literature and database searches using appropriate search strategy/terms, in collaboration with other group members and students where appropriate.
3. Take a leading, practical role in the collection and analysis of samples (fish blood and tissue) on-site from our industry aquaculture partners at various locations around Scotland.
4. Work with project team to develop protocols for the standardisation, assessment and validation of rapid, automated haematological methods for salmon blood, and the integration of this haematology data with relevant endpoints on fish health and disease for the identification and assessment of anaemia in salmon aquaculture.
5. To develop a holistic diagnostic approach, placing the haematology findings in the context of fish health investigated by the high throughput assessment of biochemistry and immunology endpoints and histological analysis. This innovative approach provides information on the etiology or cause of anaemia, thereby allowing identification of solutions.
6. To contribute towards the establishment of reference data in fish haematology, of benefit to the salmon aquaculture industry in Scotland.
7. Co-ordinate and manage data (including data quality, integrity and security) acquired by the project, staff and external partners.
8. Prepare reports covering aspects of the research project and present to relevant audiences as required.
9. Contribute to the preparation of articles for publication to peer reviewed journals.

Planning and Organising:

1. Work closely with the research team within the Group.
2. Work on own initiative prioritising workload to ensure achievement of research activities and project deadlines.
3. Coordinate workload with members of the project team within UWS as well as external partners to avoid duplication of workload and conflict.
4. Undertake and/or co-ordinate data collection, data analysis, writing up of findings and dissemination of findings at appropriate conferences and industry events.
5. Use research resources/facilities as appropriate.

Decision making

1. Deal with problems which may affect the delivery of or the achievement of research objectives and deadlines
2. Contribute to decisions affecting the work of the team
3. Decide, with members of the project team within UWS as well as external partners, the most appropriate way to overcome difficulties that may arise in order to achieve the project outcomes
4. Analyse and interpret the results of research and contribute to the generation of original ideas based on outcomes.

Working Relationships:

Internal

1. Work closely with and be supported by both the project PI and Co-I and external partners.
2. Collaborate with practitioners and researchers inside and outside of the University.
3. Liaise with colleagues and support staff within the Health & Life Sciences at UWS on research matters.
4. Actively participate as a research team member.
5. As appropriate attend and contribute to project team meetings and other relevant meetings.
6. Demonstrate awareness of ethical issues pertaining to the research process and consideration to others.

Person Specification

Department:	**Job Title**:
School of Health and Life Sciences	Post-Doctoral Research Fellow

Education/Qualifications/Training:

Essential

- 1st Degree in relevant aquaculture, biology, zoology, biochemistry, biomedical or environmental sciences subject
- PhD in subject relevant to research in aquaculture, health diagnostics, biochemistry, biomedical research, immunology or fish health.

Experience:

Essential

- Worked/studied in areas related to aquaculture or diagnostics or cell biology or biomedical research.
- Experience in laboratory techniques relevant to project.

Desirable

- Experience in the handling and sampling of fish.
- Evidence of publication in relevant topic in high impact peer reviewed journals.
- Experience in working in the aquaculture industry.

Skills/Knowledge/Understanding:

Essential

- Can demonstrate knowledge relating to relevant areas of aquaculture, fish or biomedical health.
- Excellent practical laboratory and field sample acquisition skills relevant to project.
- Evidence of highly developed organisational skills and communications with ability to communicate in a variety of formats.
- Evidence of ability to problem-solve and work on own initiative and as part of a team.
- Evidence of good written and oral communication skills
- Evidence of capability to publish research outputs in high impact peer reviewed journals
- Advanced IT skills (Microsoft office, Excel, Access, Powerpoint, and statistics)
- Full driving licence and ability to travel in UK and overseas.

Desirable

- Good understanding of haematological and biochemical markers and anaemia in fish.

Personal Attributes:

Essential

- Must have a professional and confident manner and the ability to work on an individual basis and part of a team
- Attention to detail
- Ability to adapt according to different situations
- Ability to work under pressure and in a timely manner
- Good organisational skills
- Good interpersonal skills
- Responsible attitude to safety in practical work
- Responsible attitude to data security and integrity
- Willingness to work in the field in typical Scottish marine conditions.
- Must have enthusiasm and commitment.