University of York Research Staff Liaison Officer 2019-2020

The Research Staff Liaison Officer role is vital to the researcher development provision at the University of York. Working with the Research Excellence Training (RET) Team you will represent and liaise with the 600+ University of York research staff (research only contract) to provide an evidence base for the training provision and support of fellow researchers.

In return for the activities listed below the Research Staff Liaison Officer will receive an honorarium of £1000 which will be available in a departmental cost code to be used to enhance your personal and professional development. A small resource fund to support engagement activity will also be made available to support the work. This opportunity can be used as evidence of academic citizenship and networking in funding applications.

The role involves the following responsibilities:

- Help to implement the revised Researcher Development Concordat 2019 across the University
- Be an active member of the Concordat Implementation Group (CIG) chaired by the PVC Research (3 meetings, one per term, 90 minutes)
- Contribute to the planning and organisation of the annual Research Staff Conference group (2 hrs- attendance at planning meeting)
- Cascade relevant information to and from research staff (3-6 hrs depending on means of communication)
- Liaise with the 13 existing Research Staff/Postdoc Societies, solicit views and opinions from these groups and the wider research staff community and feed this information into the RETT Ops Group (10 hrs)
- Write proposals around work to support research staff for consideration by the RETT Ops Group (3hrs)
- Convene face to face shared practice opportunities for researchers to come together to discuss the issues facing them (10hrs)

What will you bring to the role?

Knowledge
- Have comprehensive knowledge of the Concordat to Support the Career Development of Researchers and the agenda around research culture (E)
- Be familiar with and committed to the Principles of Equality, Diversity and Inclusivity related to researchers (E)

Experience
- Actively involved in research at York (E)
- Holds a PhD or equivalent experience (e.g clinical or professional) (E)
- Ideally experience as a researcher at another institution to enable benchmarking (D)
- Ideally the person will have a role in a research staff association but the desire to represent and seek the views of others is the most important consideration (D)

Skills
- Be proactive in identifying ways to improve communication with research staff/postdocs (E)
- Be able to communicate effectively with diverse groups of people from different disciplines (E)
Listen, without prejudice, to opinions and identify options to put to the CIG (E)

**Time commitment:** maximum time commitment is approximately 37hrs (roughly 5 working days per year). This will depend upon the mechanisms used for liaising with the research staff community. The post will run from 1st October 2019 - 30 September 2020. Interested researchers must have a contract that extends past this date and have secured the support of their PI to take on the role (provided through an email).

**Impact of the Role:**

At the individual level:
Improved confidence, enhanced network, greater awareness of career options and HE landscape.

At the institutional level:
- 50% more researchers attended the day-long research staff conference(s) in 2019 than 2018. This was largely attributable to the work of the RSLOs.
- Engagement from the [11 Subject based Research Staff/Postdoc Associations](#) has also increased.
- York had the highest number of group responses of ALL organisations to the Concordat Consultation in 2019.

"As a Research Staff Liaison Officer I have brought a researcher perspective to the University of York Concordat Implementation Group, working with the Pro-Vice-Chancellor for Research and other senior colleagues to critically review and improve the provision of training and development opportunities for researchers at York. This invaluable experience has improved my understanding of the HE environment and some of the key challenges facing universities. It has been inspiring and energising facilitating groups of researchers to get together, voice their opinions and share examples of great practice as part of the Review of the Concordat consultation. In addition, during this post I have been invited to participate in a number of opportunities within the University, providing me with a range of transferable skills and extending my professional independence beyond research. In addition, the honorarium has enabled me to make a valuable investment towards my personal and professional career development. I thoroughly recommend this opportunity!"  
**Francina Clayton, current RSLO for Sciences**

“As a visiting Fellow the RSLO post and membership of the Concordat Implementation Group (CIG) has provided an insight into the UK Concordat and helped me appreciate the University’s commitment to the Concordat Principles. I am proud to have improved recognition of the Concordat principles amongst researchers staff and more specifically with the representatives of the research staff associations in the Arts Humanities and Social Sciences. I will be taking these experiences and knowledge back to my own institution in Mumbai”.  
**Namrata Ganneri, current RSLO for Arts and Humanities and Social Sciences**

Dr Silke Göbel (Senior Lecturer, Psychology) "I was slightly concerned when my Post-doctoral Research Associate approached me about taking on the role of Research Staff Liaison Officer. However, overall it has been a very positive experience for her at very little (time) cost to me and our ESRC-funded research project. She has greatly benefited from being Research Staff Liaison Officer. It
allowed her to develop a university-wide network including staff outside the Department, increased her awareness of the HE landscape (of both current opportunities and pressures) and increased her sense of belonging to the University of York.” Francina’s line-manager.

To apply please complete this google form.