

FACULTY OF ARTS AND HUMANITIES
School of Politics, Philosophy, Language and Communication Studies

SENIOR RESEARCH ASSOCIATE • Ref: RA1580

The Project

This major new research project on climate change adaptation is a three-year collaboration between the University of East Anglia, the Dutch Open University and University of Oldenburg (Germany). Each partner is funded by its home country research council, under the Open Research Area in the Social Sciences. The project will investigate **why societies are currently finding it hard to adapt to climate change**. Although adapting to worsening impacts of climate change is one of the biggest global challenges, limited action on the part of public authorities still prevails; institutions, infrastructures, technologies and societal behaviours appear resistant to change. Understanding this gap requires better knowledge of the way societies are governed, going further than current literature's focus on 'barriers to change'. Better explaining what we term 'lock-ins' requires uncovering the dynamics that create and sustain them. That is the aim of this cross-disciplinary study. Taking an empirical, but theoretically reflective, approach, it examines three policy sectors central to climate adaptation - water management, health care, and biodiversity and nature conservation – in three countries: Germany, Netherlands and the UK. Although in principle all three are well equipped to deal with climate adaptation, each is subject to lock-in. The project will use a mixed methods approach to understand why lock-ins arise and persist in each instance, and will employ Qualitative Comparative Analysis to better understand the dynamics of lock-ins as they affect climate adaptation. It will confront observed (in)action with different approaches for explaining lock-ins, advance conceptual and empirical understanding of how lock-ins emerge and endure, and use the findings to provide informed recommendations for the design of more effective adaptation policies.

Details of other employment opportunities associated with this project may be found at:

<http://www.uni-oldenburg.de/adapt-lockin>

If you wish to be considered for several of these jobs at the same time, please use the same material in applying to each of the universities you are interested in, while following each university's own application processes. Please indicate that you have done this in your application.

The Post

Applications are invited for the post of Senior Research Associate to carry out the UK arm of the research detailed in the project description above, under the supervision of the UK Principal Investigator, Dr John Turnpenny and working with the Co-Investigator, Dr Tim Rayner. The successful applicant will be involved in:

- creating a conceptual framework for analysing institutional aspects of climate change adaptation
- selecting case studies
- empirical data gathering for UK cases across water management, health care, and biodiversity and nature conservation sectors, including elite interviews and document analysis, informed by multiple theoretical approaches.
- Data management and preparation for data sharing
- Synthesising empirical results for the health sector across UK, Dutch and German case studies using/ informed by Qualitative Comparative Analysis
- Contributing to Communication, dissemination and transdisciplinary conference (including project team meetings, a workshop for chapter authors of an edited book, and final conference with approx. 100 participants, web site development)

The main duties will be as follows:

- Although working under the general guidance of a more experienced academic or Principal Investigator, the successful candidate will contribute ideas, including enhancements to the technical or methodological aspects of the study, to the research project, thus providing substantial 'added value'.
- Determine and deploy appropriate methodologies for research, with advice and support.
- Assess research findings for the need/scope for further investigations.
- Write up their own research work for publication, with appropriate support, in respected journals or equivalent and/or contribute as a team member to larger publications.
- Present research findings, either at conferences or seminars appropriate to the discipline.
- May (consonant with the terms of their funding) contribute to the teaching of students in the School, usually within their own field of expertise and knowledge of research methods.
- May be involved in the supervision, with guidance, of final year undergraduate/taught postgraduate research projects as well as the day-to-day supervision of PhD students.
- May (consonant with the terms of their funding) identify personal research objectives, develop a plan for personal research and initiate research that leads to the development of knowledge and theoretical understanding.

- Begin to write, with appropriate support, bids for individual research funding or, where funders do not permit this, contribute to the writing of collective bids.
- Begin to referee papers for external bodies.
- Participate effectively in activities to achieve engagement with research, and/or impact beyond academia.
- Where the research is apposite, begin to develop entrepreneurial or collaborative links either with external organisations or with in-house companies.
- Where appropriate, register patents to protect intellectual property.
- Will be actively developing their own research network with researchers in other institutions, nationally and internationally.
- Will communicate with users of, and communities relevant to, the research and, as appropriate, the subjects of their research.

The research will be based at the University of East Anglia in the School of Politics.

The precise duties will be agreed in discussion with the Manager/PI.

Informal Discussions

For an informal discussion please contact Dr John Turnpenny, Senior Lecturer, UK Principal Investigator (Tel: 01603 593908 or email: j.turnpenny@uea.ac.uk).

Person Specification

The person specification for this post is attached as Appendix A.

GENERAL

Salary

Salary will be £33,199 to £39,609 per annum, on Grade 7 on the single salary spine. The normal expectation is that starting salary will be at the minimum of the advertised salary scale.

Starting date

The post is available from 1 June 2019 on a full-time basis for a fixed term period of 3 years.

Terms and Conditions of Appointment

Full details of terms and conditions of employment for Research and Analogous Staff will be made available to the candidate to whom the appointment is offered.

Annual Leave Entitlement

There is an annual holiday entitlement of six weeks plus statutory (8 days) and customary (6 days) holidays.

Superannuation

The post is superannuable under the Universities Superannuation Scheme.

Proof of Qualifications

The person specification for this post lists qualifications that are essential and/or desirable and you may hold some or all of these qualifications. Please note that if you are offered the appointment you will be asked to provide original certificates of these educational and professional qualifications. Please **DO NOT** provide these with your application.

Entitlement to Work in the United Kingdom

If you are shortlisted for interview you will be asked to bring to interview original documentary evidence of permission to work in the UK in line with a list of acceptable documents which we will provide to shortlisted candidates when invited for interview. Please **DO NOT** provide this with your application.

This vacancy is eligible for sponsorship under Tier 2 and, where appropriate, the University will apply for a Certificate of Sponsorship. Non-EEA workers who do not have residency status within the UK and will require entry clearance or further leave to remain should familiarise themselves with the [Tier 2 \(General\) Guidance](#) .

Occupational Health Assessment

Appointment will be subject to a satisfactory Occupational Health Assessment to be carried out by the University's Occupational Health Service.

APPLICATION AND RECRUITMENT PROCESS

To apply for this vacancy, please follow the online instructions at:
<https://myview.uea.ac.uk/webrecruitment/>

Your completed application and CV should be submitted by **Friday 15 February 2019**.

All communication with candidates regarding their applications will be by email. Please check your emails (and spam folder) regularly.

Please note that feedback will not normally be provided to those applicants who are not shortlisted for this post.

Equal Opportunities Monitoring Form

Please note that an Equal Opportunities Monitoring Form must be completed and returned with ALL applications, whether submitted by post or by email. If submitted by email, the Equal Opportunities Monitoring Form must be sent as a separate document/attachment to the Application Form.

The Equal Opportunities Monitoring Form will be detached from the received application before short-listing takes place and will not form any part of either the short-listing or decision making process.

Referees

In naming referees in your application, you are requested to give only those who can immediately be approached and one of these must be your current employer, or if not employed your most recent employer.

Interviews

It is anticipated that interviews and presentations will take place **during week commencing 11 March 2019** and candidates who have not heard by this date should assume their application has been unsuccessful.

Successful shortlisted candidates may be notified of their interview times by telephone and/or email and it is therefore essential you include both of these in your application.

This document is available in alternative formats e.g. large print, disc and on-line. If you need this document in an alternative format please contact us on 01603 593034, fax 01603 593522, or email hr@uea.ac.uk

PERSON SPECIFICATION

<p>Post title: Senior Research Associate (Ref: RA1580) Prepared by: JT</p>		
		<p>Date: January 2019</p>
CRITERIA	Essential	Desirable
<p>Education, Experience & Achievements</p>	<ul style="list-style-type: none"> • A relevant postgraduate research degree or equivalent professional experience in the research area • Significant previous experience of independent research • Presentations at conferences and some publications in respected journals or equivalent in the field 	<ul style="list-style-type: none"> • A PhD in political studies or similar
<p>Skills & Knowledge</p>	<ul style="list-style-type: none"> • Demonstrable communication skills in English language • Good IT skills in Microsoft/Adobe Programmes • Excellent report writing and presentation skills • Good time management and organisational skills • Good interpersonal skills • Initiative in planning research • Knowledge and experience in empirical research methods, preferably including Qualitative Comparative Analysis (QCA) • Full awareness of the ethical issues involved in their research work 	<p>Experience of one or more of the following:</p> <ul style="list-style-type: none"> • Knowledge of the climate adaptation policy landscape in the UK and/or other European countries • Knowledge of adaptation to climate change in health sector • Detailed knowledge and experience of institutional approaches to political studies • Experience of elite interviewing and document analysis • Experience of theoretical framework development • Experience of organising academic workshops and conferences • Experience of organising stakeholder events

Personal Attributes	<ul style="list-style-type: none"> • Ability to communicate complex information clearly, both orally and in writing • Ability to stimulate and encourage the commitment to learn in others • Ability to use initiative, and apply creativity, to solve problems that are encountered in the teaching and/or research context • Ability to work collaboratively with colleagues • Ability to organise their own time and work, to meet deadlines, and manage competing priorities 	
Special Circumstances	<ul style="list-style-type: none"> • Periodic travel to Netherlands and Germany 	