RESEARCH FELLOW IN PSYCHOLOGY
SCHOOL OF PSYCHOLOGY

Closing date: 23 October 2023
Interview date: To be confirmed
Reference number: PSY059R
Applications are invited for a Research Fellow position in the School of Psychology at the University of Aberdeen, Scotland. The Research Fellow will provide research support to Dr Doug Martin during his tenure as Head of School.

**JOB DESCRIPTION**

**MAIN PURPOSE OF THE ROLE:**

The successful candidate will directly support all aspects of Dr Martin’s research.

This position is particularly suited to someone who enjoys academic writing, as a core aspect of the day-to-day activities will be producing manuscripts for submission to leading international journals. The Research Fellow will lead and collaborate on the preparation of manuscripts for projects at different stages in the research cycle; some projects have completed datasets, some projects require additional data to be collected, some projects have not yet begun data collection, and some projects are still in the early stages of development. The ability to write well and the capacity to produce polished drafts efficiently are both essential to this role.

The position is also suited to someone who is interested in pursuing psychological questions beyond traditional academic boundaries. The Research Fellow will be involved in interdisciplinary research projects with collaborators from a diverse range of other academic subjects (e.g., Computing Science, Linguistics, Philosophy); much of this interdisciplinary research will focus on human-AI interaction. The Research Fellow will also be involved in pursuing projects that have potential for societal impact (e.g., intergenerational communication).

**KEY RESPONSIBILITIES:**

- Writing and revising manuscripts for submission to leading peer-reviewed journals.
- Writing funding applications.
- Actively engaging in interdisciplinary research.
- Designing and programming behavioural experiments.
- Obtaining ethical approval.
- Recruiting and testing participants.
- Processing and analysing large datasets.
- Teaching and supervising undergraduate and postgraduate research students.
- Public engagement activities.
- Acting as lab manager for the Person Perception Lab.
- Designing and maintaining webpages.
We are looking to appoint a postdoctoral Research Fellow who holds a PhD in psychology. Candidates are expected to have experience with quantitative research. The candidate should be able to work independently but also as part of a larger team and have excellent written communication skills.

Applications are encouraged from people with training in any area of experimental psychology. The day-to-day activities of the role will centre around theories and methods from social psychology/social cognition; while a background in these areas would be beneficial, an otherwise suitably qualified candidate with a willingness to develop knowledge in these areas might also be suitable for the role.

The successful candidate will be an integral member of the Person Perception Lab (www.personperceptionlab.org), whose research examines social cognition across the lifespan. Ongoing projects in the lab, which the Research Fellow will be involved in, include research on:

- Human-AI interaction
- Extracting social category information from faces
- The formation and maintenance of stereotypes (in adults and children)
- Social identity and the self
- Intergenerational communication
Salary will be at the appropriate point on the Grade 6 salary scale £37,099 per annum - £44,263 per annum, pro rata and negotiable with placement according to qualifications and experience.

Any appointment will be made subject to satisfactory references and probation period.

For further information on various staff benefits and policies please visit www.abdn.ac.uk/staffnet/working-here

This role is based in the UK and as such the successful candidate will be required to live and work in the UK.

Should you require a visa to undertake employment in the UK you will be required to fulfil the minimum points criteria to be granted a Certificate of Sponsorship under the requirements of the Skilled Worker visa. At the time an offer of appointment is made, you will be asked to demonstrate that you fulfil the criteria in respect of qualification and competency in English. For research and academic posts, we will consider eligibility under the Global Talent visa. Please do not hesitate to contact Grant Rae, HR Adviser (e-mail: grant.rae@abdn.ac.uk) for further information.

The candidate appointed to this post may be eligible for homeworking on an occasional or regular basis. For more information please refer to our Homeworking Policy.

---

**AT A GLANCE**

**SALARY:**

Grade 6

£37,099 - £44,263 per annum, pro rata

**HOURS OF WORK:**

Full-time, 37.5 hours per week

**CONTRACT TYPE:**

Funding-limited (initially for 36-months, 1st January 2024 – 31st Dec 2026, with the possibility of an extension)

**LOCATION:**

Aberdeen
<table>
<thead>
<tr>
<th><strong>ESSENTIAL</strong></th>
<th><strong>DESIRABLE</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education/Qualifications</strong>&lt;br&gt;Academic, technical and professional education and training</td>
<td>PhD (or equivalent) in Psychology.</td>
</tr>
</tbody>
</table>
| **Work and Other relevant experience (including training)**<br>e.g., Specialist knowledge, levels of experience, supervisory experience, research | • Excellent academic writing skills.  
• Experience with designing, setting up, conducting, and analysing quantitative research projects.  
• Successful track record in preparing manuscripts for publication in leading peer-reviewed journals.  
• Experience in knowledge exchange/impact activities/public engagement  
• Experience of supervising students. |
| **Personal qualities and abilities**<br>e.g., initiative, leadership, ability to work on own or with others, communication skills | • Being a “finisher” – someone who can successfully deliver tasks to a high standard and in a timely manner.  
• Ability to work independently with little supervision.  
• Ability to work in a team.  
• Effective organisational and communication skills.  
• Ability to develop collaborative networks, both internally and externally.  
• Ability to communicate complex and conceptual ideas to those from different disciplines.  
• Interest in developing independent research ideas and devising new studies. |
| **Other**<br>e.g., special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc. | • Willingness to travel occasionally to participate in external events and visits. |

Updated October 2022
open to all and dedicated to the pursuit of truth in the service of others

The University of Aberdeen is a broad based, research intensive University, and we put students at the centre of everything we do. Outstanding in a wide range of discipline areas, Aberdeen is credited for its international reach and commercialisation of research ideas into spin out companies. The University has over 16,000 matriculated students and 3,600 staff representing 130 nationalities. We encourage bold thinking, creativity and innovation, and we nurture ambition with many opportunities for professional and personal development in an inclusive learning environment which challenges and inspires.

CURRENT CONTEXT

The University continues to uphold the principals of the foundational purpose. We remain committed to delivering positive change both locally and globally. We work together and with our partners in an interdisciplinary way, catalysing world-leading research in our areas of strength: Energy Transition; Social Inclusion and Cultural Diversity; Environment and Biodiversity; Data and Artificial Intelligence; and Health, Nutrition and Wellbeing. We are investing in our future and have committed £100m to upgrading our campus, including the new fully digitised Science Teaching Hub, the regeneration of the historic King’s Quarter and a new Business School building. Our commitment to our students, campus and community has led to us being named a Top 20 UK institution in two major league tables\(^1\) and 4\(^{th}\) in the UK for overall student satisfaction\(^2\).

---

\(^1\) The Times and Sunday Times Good University Guide 2023 and the Guardian University Guide 2023
\(^2\) National Student Survey (NSS) 2022

Updated October 2022
ABERDEEN 2040
On our 525th anniversary as a University we launched Aberdeen 2040, our strategic vision for the next 20 years. Four strategic themes will shape our learning and discovery, underlined by 20 commitments we have made against each theme:

- **Inclusive**
  We welcome students, staff and partners from all backgrounds, organisations and communities. We value diversity.

- **Interdisciplinary**
  We innovate in education and research by generating, sharing and applying new kinds of knowledge. We learn together.

- **International**
  We connect with others and extend our networks and partnerships around the world. We think across borders.

- **Sustainable**
  We understand and nurture our environment, and take care of our resources, including our people and finances.
  
  We work responsibly.

OUR EDUCATION
Recognised as the Scottish University of the Year in the Times and Sunday Times Good University Guide 2019, we remain true to our roots as an ancient Scottish university, combining breadth and depth in our degree programmes and drawing strength from the quality of our research. Our flexible curriculum encourages students to grow as independent learners and therefore to thrive as graduates in the diverse workplaces of the future. Our education is open to all and we are setting ambitious targets to further widen access.

OUR RESEARCH
Researchers at the University of Aberdeen have been at the forefront of innovation and excellence throughout the centuries, generating insights in medicine, science, engineering, law, social sciences, arts and humanities. This research has contributed to five Nobel prizes as well as other awards such as the Queen’s Anniversary prize. Our research is intellectually rigorous working within our established areas of excellence as well as new methods of enquiry. We will continue to generate new knowledge addressing economic and societal issues with ambition and imagination, ensuring that it is globally excellent and locally relevant.

INTERNATIONAL
Aberdeen is increasing its international presence, positioning the University as a global organisation and building on established global partnerships around the world, including Qatar, China, North America, Europe. We feature in the top 50 institutions worldwide for international students.

---

1 Times Higher Education World University Rankings 2021

Updated October 2022
IMPACT

In 2020 the University signed the United Nations Sustainable Development Goals accord, solidifying our commitment to developing the world in a sustainable way. In 2022 we were listed in the global Top 100 for 8 of these goals\textsuperscript{4}.

Our highly cited work in zero-carbon technology and global outlooks makes us Scotland’s best institution for environmental research\textsuperscript{5}.

\textsuperscript{4}Times Higher Education Impact Rankings 2022
\textsuperscript{5}QS World University Rankings 2022

Updated October 2022
The School of Psychology provides an exciting and collaborative research-led learning environment for both undergraduate and postgraduate studies. The School has approximately 1000 students and currently offers BSc, MA and MSc programmes in Psychology, all of which are accredited by the British Psychological Society (BPS), as well as research degrees (MRes, MSc by Research, and PhD).

We have a strong track record in research led teaching and in the 2022 National Student Survey, the School was ranked 1st in Scotland and 3rd out of 124 Higher Education Institutions in the UK for overall student satisfaction.

Research within the School is structured around three themes: Cognition, Perception & Attention, and Social Cognition. In the last UK-wide assessment of research quality, REF 2021, our School was ranked 27th in the UK in overall league tables, which reflects a combination of working environment, research outputs and research impacts.

The School is committed to a supportive and inclusive work environment and in 2020 we were proud to become the first School in the University to be awarded the Athena SWAN Silver Award for equality and diversity: https://www.abdn.ac.uk/psychology/about/working-environment-291.php.

More information about the School is available on our website: https://www.abdn.ac.uk/psychology/.
ABERDEEN AND ABERDEENSHIRE

Scotland’s third largest city, Aberdeen sits on the coast between the mountains of Aberdeenshire and the stunning North Sea coastline. The Aberdeen City region is a can-do place that is actively investing, at scale, in its future.

Renowned as a Global Energy Hub, Aberdeen is a vibrant, entrepreneurial region, home to a unique mix of business opportunities and specialist skills across various sectors including energy, technology, life sciences and food & drink. More than 20% of Scotland’s top businesses are located in this region which is taking great strides to ensure that it continues to compete on a world stage. Investments of more than £10 billion of public and private infrastructure is due to be delivered before 2030, marking an exciting time to be part of a genuine world-class location.

Built from sparkling local granite Aberdeen has earned the name of the Silver City. As the energy capital of Europe, Aberdeen nevertheless retains its old-fashioned charm and character making it an attractive place in which to live, work and study. Due to its global business and international energy industry credentials, Aberdeen is well served by local and national transport infrastructure with excellent rail networks that run both North and South of Scotland and the rest of the UK. It also acts as an international travel hub. Flying time to London is just over one hour with regular daily flights and serves international travel to European centres such as Amsterdam (Schiphol) and Paris (Charles de-Gaulle) as well as flights to other European destinations.

The City and the surrounding countryside provide a variety of urban, seaside and country attractions. Aberdeen has first class amenities including His Majesty’s Theatre, Music Hall, Art Gallery, the P&J Arena, Museums, and Beach Leisure Centre. The City is framed by its accessible beach front which is within a short walk of the city centre and there are an array of activities available across the region such as hill walking; mountaineering; sailing; surfing; salmon, trout and sea fishing; golf; sailing; surfing and windsurfing. The surrounding countryside, known as Aberdeenshire, is also one of Scotland’s most appealing regions. Royal Deeside and the Cairngorms National Park are within easy access of the city, and there are a variety of towns and villages scattered along the coastline.

The city and the surrounding area have ranked consistently highly in nationally recognised quality of life surveys, coming out top 10 as one of the best places to live in Scotland in 2020 in the annual Bank of Scotland survey.

To find out more visit www.visitabdn.com
The University values and celebrates a diverse working and learning environment and recognises the richness this brings, both in terms of contributing to the success of the University and creating safe and inclusive cultures. The University welcomes applications from individuals with diverse lived experiences.

The University supports flexible working, including hybrid working arrangements, and has policies in place to facilitate this where it is appropriate. The policies can be found at https://www.abdn.ac.uk/staffnet/working-here/flexible-working--5607.php.

The University is committed to progressing gender equality across all its functions and has been a proud member of the Advance HE Athena Swan Charter, achieving an institutional Bronze award, one Silver departmental award for the School of Psychology and eleven departmental Bronze awards. LGBTQ+ equality is championed through the University’s membership of the Stonewall Diversity Champions Programme, where the University has achieved a Silver award in the Workplace Equality Index. The University is on a continual journey to respond to, and combat, GBV in our community and beyond. We are proud to be working towards the EmilyTest Charter, in partnership with the charity, EmilyTest. We all have a role to play in knowing how to signpost colleagues and students to support for gender-based violence, and training and support is available to all staff on this topic.

The University is signed up to Advance HE’s Race Equality Charter, affirming the University’s commitment to the Charter’s aim of improving the representation, progression and success of staff and students who identify as belonging to a racialised group. The University launched its Antiracism Strategy in 2022, representing a bold framework for progress on race equality. Recognising the importance of addressing the under-representation of racialised groups in the senior team, the University’s new Recruitment and Selection Policy embeds specific positive action measures to address this.

The University is delighted to be accredited as a Disability Confident employer and strives to ensure that disabled staff and students have the opportunity to work and study in an inclusive, accessible and supportive environment. The University’s Wellbeing Strategy commits it to progressing work to tackle stigma related to mental health and action to promote and improve health and wellbeing for staff and students. Candidates who are British Sign Language (BSL) users can contact us directly by using contact SCOTLAND-BSL.

The University’s work on equality, diversity and inclusion is supported by a range of networks and engagement activities, designed to provide safe spaces and raise awareness of the support available and the steps everyone can take to create inclusive campuses.

www.abdn.ac.uk/staffnet/governance/equality-and-diversity-277
HOW TO APPLY

Online application forms are available at www.abdn.ac.uk/jobs

The closing date for receipt of applications is **23 October 2023**

Should you wish to make an informal enquiry please contact:

**Dr Doug Martin, Head of School**

doug.martin@abdn.ac.uk

Please do not send application forms or CVs to Dr Martin.

**Please quote reference number PSY059R on all correspondence**