



RECRUITMENT PACK

This document includes the following information:

- Job Description
 - Person Specification
 - Additional information
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Making an application:

Please complete the short on-line application form and attach the following 2 documents:

- a) A covering letter setting out how you meet the requirements of the role as set out in the person specification.
- b) A full curriculum vitae (CV) including any publications. You should specify your 4 most significant papers published within the past 5 years (or an equivalent number appropriate to being an early career researcher). Applicants from within the UK should indicate which publications have been submitted to the current REF and any assessment of the rating for each piece of work; For more information about the REF visit www.ref.ac.uk

Shortlisting is undertaken by a panel after the closing date on the basis of information provided and failure to upload the requested documents will result in an application being rejected.

We recommend that you take a copy of this recruitment pack to help with your preparation.

Our commitment to Equality, Diversity and Inclusion

At Essex our people are at the centre of everything we do and we aspire to build a culture in which every member of the University feels valued and can flourish.

We are committed to equality of opportunity, to being fair and inclusive. We therefore particularly encourage applications from candidates who are likely to be underrepresented in our workforce.

These include people from Black, Asian and Minority Ethnic backgrounds; disabled people and LGBTQ+ people and from women in our grades 9-11 roles.

The [diversity of our community](#) is more than where our staff and students come from. More than 1000 of our staff and students identify as LGBTQ+, more than 1,300 have declared a disability and many members of our community follow a religion or belief.

You can read more about our commitment to Equality, Diversity and Inclusion [here](#).

Our [Strategy](#) sets out how we will do this through the delivery of a fair and supportive working environment for all.

The University of Essex is proud to be part of the Disability Confident scheme and is committed to supporting diversity and equality, representative of our inclusive community. As part of our commitment to this scheme any candidate who has a disability and meets all the essential criteria for the role will be offered an interview. We also work in partnership with national disability organisation [AccessAble](#) who provide detailed online access guides to many of our campus buildings and facilities which you may find useful.

Please note: We are only accepting on-line applications for this post. However, if you have a disability that makes it difficult for you to provide us with information in this way, please contact the Resourcing Team (resourcing@essex.ac.uk) for help.

Closing Date: 20 September 2026

Interviews are planned for: 8 October 2026

Expected start date: To be discussed at interview (available from 9 November 2026)



UNIVERSITY OF ESSEX JOB DESCRIPTION

Job Title and Grade:	Senior Research Officer (ASR); Grade 8
Contract:	Fixed-term, Part-time. This position will be 0.6 FTE (21.6 hours per week) from 9 November 2026 to 30 June 2027. This post is fixed-term because it has been established to deliver a project which is finite in nature.
Hours:	Your hours of work are as required to perform the duties of your role, for a full-time employee this is normally 36 hours per week. This role is 0.6 FTE (21.6 hours per week)
Salary:	£38,784 per annum, pro-rata – <i>in line with grant funding</i>
Department/Section:	School of Sport, Rehabilitation and Exercise Sciences (SRES)
Reports on a day-to-day to:	Principal Investigator of the project
Responsible to:	Head of Department (HoD)
Purpose of role:	To support the delivery of an Innovation Fund research project exploring embedding lived experience in local government reorganisation and the design of future health and wellbeing services using a participatory research approach. The role will involve working with co-researchers and other partners throughout the project.

CONTEXT

The post is based within the School of Sport, Rehabilitation and Exercise Sciences (SRES) at the University of Essex, Colchester Campus. The successful candidate will work on a project exploring how residents with lived experience of disability and/or long-term health conditions can play a meaningful role in shaping local government reorganisation and the design of future health and wellbeing services in Basildon, Essex. The role involves working with Dr Paul Freeman, Dr Anna Pettican and Dr Andrew Brinkley, our external collaborator (Sport for Confidence CIC), a team of co-researchers, and other partners as appropriate. Travel to locations in Basildon may be necessary to work with colleagues and participants during the project.

KEY RESPONSIBILITIES OF THE POST

- To engage in individual and/or collaborative research activity resulting in internationally excellent publications that is in keeping with [Research Excellence Framework](#) (REF) criteria.
- To contribute to applications for external research funding appropriate in scale to career stage and subject area norms where appropriate.
- To enhance the scholarly reputation of the Department and the University by contact with the wider academic community and supporting knowledge exchange activity.
- To undertake leadership duties related to research appropriate to career stage and as allocated by the HoD.
- To contribute expertise and knowledge to departmental and/or institutional initiatives as directed by their Head of Department.



- To contribute to the successful delivery of the embedding lived experience project through working with co-researchers and other collaborators, participant recruitment, data collection and management.
- To ensure compliance with ethical approval, University health and safety policies, GDPR requirements and relevant standard operating procedures.

MAIN DUTIES OF THE POST

Research

To deliver the research objectives defined by the Innovation Fund grant and research project embedding lived experience local government reorganisation: A participatory research partnership. These include:

1. To co-produce and deliver a participatory action research (PAR) project with Basildon citizens about when and how they might like to be involved in local government reorganisation and service design relating to health and well-being
 2. To generate robust evidence on the barriers and facilitators to marginalised people informing local government reorganisation and service design
 3. To co-produce actionable outputs that advance the structures and processes that need to be developed to enable marginalised people to be involved in informing local government reorganisation and service design
 4. To evaluate the involvement of marginalised individuals to understand the value, enablers and barriers that they experience during co-production.
- To undertake or manage practical elements of research such as setting up and conducting experiments, developing questionnaires and conducting fieldwork, recording data and identifying trends or patterns.
 - To produce research outputs for publication at acceptable levels of volume and academic excellence and disseminate the result of research and scholarship through appropriate Knowledge Exchange activities (such as at relevant national and international conferences and scholarly publications not intended for the REF).
 - To contribute to the development and maintenance of research resources (examples of which include household surveys, databases, specialist equipment and infrastructure, software packages and computer models) used within the Department or wider user community external to the Department.
 - To, supervise and/or mentor postgraduate research students into relevant communities of research at Essex as appropriate to the departmental context to generate meaningful connections between research and education at Essex.
 - To support preparation of ethics documentation and participant materials.
 - To assist with dissemination outputs, including reports and stakeholder presentations

Leadership and Citizenship

- To play an active and constructive role in the Department and engage in activities beyond your own research team, (e.g. open days, staff meetings and relevant committees), as may be reasonably required by the Head of Department.

- To proactively participate in and develop internal and external networks and establish links with relevant academic and professional bodies, contacts and employers.
- To support knowledge exchange activities, for example, by contributing to research projects funded by commerce, industry or public sector organisations ensuring that appropriate impact of the research (outside academia) is achieved.
- To engage in continuing professional development in relevant subjects/disciplines, incorporating the outcomes from research and scholarship, ensuring skills are up-to-date and applied in education and research.

These duties are a guide to the work that the post holder will initially be required to undertake. They may be changed from time to time to meet changing circumstances.

TERMS OF APPOINTMENT

For a full description of the terms of appointment for this post please visit our [website](#).



UNIVERSITY OF ESSEX PERSON SPECIFICATION

JOB TITLE: Senior Research Officer (ASR); Grade 8	POST REF: REQ10219
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QUALIFICATIONS / PROFESSIONAL RECOGNITION	Essential	Desirable
■ Relevant doctoral level degree in health, psychology and/or sport and exercise science (or be close to completion of PhD) or equivalent professional experience or practice.	X	
■ A relevant postgraduate taught and/or Bachelor's degree in an appropriate subject.	X	
EXPERIENCE/KNOWLEDGE	Essential	Desirable
■ Evidence of a developing research agenda, engagement in high-quality research activity and a developing research profile.	X	
■ A developing record of publications in internationally recognised, reputable journals (and other media of similar standing) appropriate to career stage and discipline norms, or evidence of research outputs such as reports and briefings.	X	
■ Experience of, or the ability to, generate income to support research and/or knowledge exchange appropriate to career stage and discipline norms.	X	
■ Experience of working with developing and/or maintaining research resources used within a Department or wider user community external to the Department (examples include household surveys, databases, specialist equipment and infrastructure, software packages and computer models).	X	
■ Experience of contributing to small research programmes or defined areas of larger projects, and of developing research objectives and proposals,	X	
■ Experience and/or knowledge of participatory action research (PAR) projects.		X
■ Experiencing and/or knowledge of different qualitative and/or quantitative research methods and analytical procedures.	X	
■ Knowledge of barriers and facilitators for people engaging with health and wellbeing services.	X	
■ Experience of working with people with long-term health conditions.	X	
■ Experience of producing and disseminating outputs from research projects.	X	
SKILLS/ABILITIES	Essential	Desirable
■ The ability and willingness to engage in knowledge exchange and outreach activities.	X	
■ The ability and willingness to complement and enhance the research project/department/school's education and research strengths and areas of planned development.	X	



■ Strong communication skills, both written and verbal.	X	
■ An appreciation of the value of appropriate technologies in research and an ability and/or willingness to deploy these when relevant.		X
■ Ability to communicate effectively with research participants and multidisciplinary research teams	X	
■ Ability to work independently while contributing effectively within a research team.	X	
■ Commitment to maintaining high standards of research ethics and data integrity	X	
PROFESSIONAL VALUES	Essential	Desirable
■ A commitment to helping develop dynamic communities of research and education at the University.	X	
■ A strong and well-articulated commitment to the University's values and mission to deliver excellence in both education and research (integrated academic practice).	X	
■ A commitment to respect individual learners and diverse learning communities and to promote participation in higher education and equality of opportunity for all learners via student-centred practice.	X	
■ A commitment to using evidence-informed approaches and the outcomes from research, scholarship and continuing professional development in their academic practice.	X	
■ An acknowledgement of the wider context in which higher education operate.	X	
■ A willingness to participate in extra curricula departmental activities (e.g. supporting recruitment, welcome and employability).	X	
■ To be committed to sustainable education practice as defined in the University's Sustainability Sub-Strategy and our goal of achieving net zero by 2035.	X	
ELIGIBILITY	Essential	Desirable
■ The ability to meet UK 'right to work' requirements.*	X	

* In accordance with Home Office guidance and the Asylum, Immigration and Nationality Act 2006 the University of Essex has a responsibility to ensure all employees are eligible to work in the UK. Prior to commencing employment, the successful candidate will be asked to provide documentary evidence to this effect.



ADDITIONAL INFORMATION

Department

You can find more information about the department on our website:

<https://www.essex.ac.uk/departments/sport-rehabilitation-and-exercise-sciences>

Our Strategy

Please find a link to our Strategy webpages below:

<https://www.essex.ac.uk/about/university-strategy>

General information

Informal enquiries may be made to Dr Paul Freeman and/or Dr Anna Pettican (e-mail: pfreeman@essex.ac.uk and anna.pettican@essex.ac.uk).

We particularly welcome applications from those who identify as female or non-binary and those from an ethnic minority as they are under-represented in the School of Sport, Rehabilitation and Exercise Sciences.

The University of Essex is a campus-based University, and all academic appointments are made with the expectation that you will be present on campus to fulfil the requirements of your position. At the time of a job offer, the possibility of hybrid working, will be discussed and considered on an individual basis, but you will be required to be based within the UK.

At the University of Essex we use consistent language and terminology that articulates more clearly the responsibilities for education, research and leadership/citizenship associated with each academic role. This will help new colleagues to understand the University values from the moment they engage either as an applicant or new colleague, and help them to understand the future career pathways available to them as they become more established in their role.

We advertise our salaries on a range to indicate the trajectory of progression that can be made. Appointments are usually made at the start of the salary range. The university salary structure includes automatic pay progression within the published grades, subject to service and performance. In addition to this, there are performance related annual pay review schemes in place.

Benefits

As an employer we offer a range of benefits and a commitment to career development and equal opportunities in an environment that both reflects and creates a rich interaction of people, disciplines and ideas.

- Pension scheme
- Generous holiday entitlement
- Competitive salaries
- Training and development
- Family Friendly policies
- On campus childcare facilities, for more information visit www.wivenhoeparkdaynursery.co.uk
- Relocation support package for qualifying staff
- Interest free season ticket loan
- Range of optional salary exchange tax benefits (pension and bicycle schemes)



Staff communities, networks and forums

We are proud to have a number of [staff Networks](#) including: [Access Forum](#), [Black Asian and Minority Ethnic community Staff Forum](#), [Essex Women's Network](#), [Global Forum](#), [LGBTQ+ and Allies Community](#) and [Parent's Support Network](#).

Our Colchester campus based [Faith Centre](#) hosts regular services, meetings and events organised by our chaplains and faith representatives.

This document is produced by:

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September 2026