



UNIVERSITY
of York



Postdoctoral Research Fellow

The Department of Education

Closing date: 28 September

Interview date: TBC

Vacancy reference: 6983





INTRODUCTION

We are seeking to appoint a Postdoctoral Research Fellow to join a European Research Council-funded project titled 'Improving Educational Outcomes by Transforming the Selection of Teachers.' The project is led by Professor Rob Klassen, Chair of the Psychology in Education Research Centre in the Department of Education at the University of York. You will be located in York and will join the project team for the last two years of a 5-year project.

The project's goal is to improve how prospective teachers are selected. It is focused on understanding the psychological characteristics (i.e., 'non-cognitive' attributes such as personality and motivation) of successful teachers and is generating new knowledge about the development of successful teaching practice. A key goal of the project is to develop and test practice-informed innovative teacher selection methods, especially using situational judgment test (SJT) and multiple mini-interview (MMI) approaches. You can view more about the project here: <https://www.teachersselect.org/>

You will have a PhD in education or psychology (educational or organisational psychology) or a closely-related discipline. It is expected that you will have a strong track record of research, in addition to familiarity with current research on psychological characteristics of effective teachers, teacher selection practices (in the UK and internationally), and teacher effectiveness. Research expertise in the development of psychometric tools and the ability to use advanced

quantitative and qualitative methodologies (including knowledge of Qualtrics) will be helpful.

Your primary activity will be research. You will be expected to work closely with the project team, to liaise with external groups (e.g., ITT programmes, and to independently manage multiple projects. You will collaboratively and independently prepare research articles, conference presentations, and presentations to professional groups.

The new Research Fellow will be a member of the Psychology in Education Research Centre (PERC) <http://www.york.ac.uk/education/research/perc/>.

JOB DESCRIPTION

At a glance

Salary	£31,604 - £38,832 per year
Hours of work	Full time / 37 hours per week
Contract type	Fixed term / until 31 August 2018
Based at	Heslington Campus West

collaborate with colleagues on joint projects as required; participation in and identification of external networks in order to share information and identify potential opportunities for collaboration and possible sources of funding; attendance at and contribution to relevant meetings

- To provide guidance to other staff and students, as required, as well as coordinating the work of small research teams

Main purpose of the role

- To conduct research under the supervision of Professor Rob Klassen to contribute to the production of research focused on the psychological characteristics of successful teachers
- To assist in the identification and development of potential areas of research and the development of proposals for independent or collaborative research projects

Key responsibilities

(Role holders will be required to undertake some or all of the duties below)

- To conduct individual and collaborative research projects, duties to include: analysis and interpretation of research data; use of appropriate research techniques and methods; writing up of research results and dissemination through publications, seminar and conference presentations and public engagement and outreach activities; contributing to the identification of possible new areas of research
- To design on-line surveys and research tools using Qualtrics
- To undertake appropriate organisational and administrative activities connected to the research project, including conference organisation, and the development of promotional or educational material including website maintenance and development
- To work closely with the project team and to

PERSON SPECIFICATION

	Essential / Desirable
Qualifications	
First degree in psychology or education [or closely-related discipline]	Essential
PhD (or near completion) in psychology or education or closely-related discipline	Essential
Knowledge	
Knowledge of teacher and teacher trainee selection practices in the UK and/or internationally	Essential
Knowledge of a range of research techniques and methodologies, including both quantitative and qualitative (including longitudinal) approaches	Essential
Knowledge of research investigating psychological characteristics of teachers (e.g., motivation, personality research)	Essential
Knowledge of teacher effectiveness literature	Essential
Knowledge of personnel selection research in a range of disciplines (e.g., medicine, business)	Desirable
Skills, abilities and competencies	
Highly developed communication skills to engage effectively with a wide ranging audience, both orally and in writing, using a range of media	Essential
Ability to write up research work for publication in high impact journals and engage in public dissemination	Essential
Ability to manage and interact with staff and students at all levels and to contribute to broadening the strategic development of the Department	Essential
Evidence of international collaboration	Desirable
Evidence of peer review activities	Desirable
Ability to use multivariate statistical techniques involving latent variables (e.g., SEM, LGCA)	Desirable
Familiarity with survey software (e.g., Qualtrics)	Desirable

PERSON SPECIFICATION

	Essential / Desirable
Experience	
Experience in carrying out independent and collaborative research	Essential
Publication record in peer-reviewed journals	Essential
Experience in designing studies examining psychological characteristics of teachers	Desirable
Success in accessing research grants and other external funding	Desirable
Experience in working with practitioners in educational contexts (schools, school authorities)	Essential
Presentations at major international conferences	Essential
Effective and sustained involvement in major administrative tasks or positions of responsibility within a department or research unit	Essential
Experience conducting and publishing quantitative and qualitative research	Essential
Personal attributes	
Demonstrable capacity for strategic thinking and planning	Essential
Ability to take a lead in key research administration functions	Essential
Self-motivated, pro-active and innovative	Essential
Ability and willingness to work without close supervision and to take responsibility for conducting research	Essential
Excellent written and spoken communication	Essential



THE DEPARTMENT

The Department of Education is one of the six founding departments of the University of York and, like the University, celebrated its 50th anniversary in 2013. It is now one of the leading Education Departments for research in the UK, with research funding from multiple UK and international sources. In the 2014 Research Excellence Framework, the Department was ranked in the top ten of Education departments in the country for the proportion of 4* world leading research and was also in the top ten for the impact of its research.

We are an international and diverse department with collegiality, inclusion, and equality at the heart of our core values, and provide a supportive environment for staff and students. With a core of 41 academic staff plus numerous research fellows and visiting tutors, the Department has an extensive research portfolio and teaching programme.

We are widely recognized in the UK and beyond as a leading department in the field of education and have one of the largest graduate schools of education in the UK. The Department also routinely achieves a high level of external recognition for its teaching and is ranked in the top ten Education departments in the country in the Complete University Guide 2016 and 2017.

In 2014 the Department became the first Education department in the UK to have achieved Bronze level in the Athena Swan gender equality charter mark, designed to address gender imbalance and underrepresentation in the arts, humanities and social sciences in higher education: <http://www.york.ac.uk/news-and-events/news/2014/gender-equality/>

Further information about the Department can be found at: <http://www.york.ac.uk/education/>. Information about the Department's four research centres, including the Psychology in Education Research Centre, can be found here: <http://www.york.ac.uk/education/research/>.

The post provides an exciting opportunity you to undertake research in the Psychology in Education Research Centre. In the last three years the Department has developed a research and undergraduate teaching focus on psychology in education, with development of postgraduate programmes in psychology in education currently underway. Consisting of twelve academic staff, PERC conducts research in educational settings from a psychological perspective. The Psychology in Education Research Centre (PERC) is one of four research centres in the Department. More information about PERC can be found here: <http://www.york.ac.uk/education/research/>.

A place where we can ALL be ourselves #EqualityatYork



THE UNIVERSITY

Founded on principles of excellence, equality and opportunity for all, the University of York opened in 1963 with just 230 students. In 2018 it is the home of more than 17,000 students across more than 30 academic departments and research centres. Since opening over fifty years ago, we have become one of the world's leading universities and a member of the prestigious Russell Group.

We are consistently recognised as one of the leading Higher Education Institutes and are ranked 16th in the Times & Sunday Times league table (2017). The University of York has won six Times Higher Education (THE) Awards and five Queen's Anniversary Prizes.

The University is proud of its association with Athena SWAN, holding 12 awards in support of gender equality, representation and success for all, with gold awards for Chemistry and Biology and a University-wide bronze award.

Of 154 universities that took part in the Research Excellence Framework (REF) in 2014, The University of York ranked 14th overall and 10th for the impact of our research. The University is consistently in the top ten UK research universities and attracts over £60m a year of funding from research alone.

Our vision is to make the University of York a world leader in the creation of knowledge through fundamental and applied research, the sharing of knowledge by teaching students from varied backgrounds and the application of knowledge for the health, prosperity and well-being of people and society.



THE UNIVERSITY

Attractive workplace

Centred around the picturesque village of Heslington on the edge of the city of York, our colleges are set in an attractive landscaped campus. York enjoys a safe, friendly atmosphere with facilities including bars, shops, theatres and concert halls all within easy walking distance.

The University has undergone an unprecedented period of expansion and renewal since 2000. We have invested in twenty new buildings on the original campus and have completed the first and second phases of a £750m campus expansion. Our investment in new colleges, teaching and learning spaces, laboratories, research facilities and a new sports village mean there has never been a better time to join us.

During this period of change we've worked hard to retain our friendly, informal and collegiate atmosphere, which is important to our core values of inclusivity and interdisciplinarity.

We have a thriving international community and are committed to providing staff moving to York with as much support as possible through our [Relocation Package](#) and [Welcome Officers](#).

The University is committed to promoting a diverse and inclusive community - a place where we can all be ourselves and succeed on merit. We offer a range of family friendly, inclusive employment policies, flexible working arrangements, staff engagement forums, campus facilities and services to support staff from different backgrounds.

For further information please visit our [employee benefit pages](#)

THE CITY AND THE REGION

The City of York

Internationally acclaimed for its rich heritage and historic architecture, York's bustling streets are filled with visitors from all over the world. Within its medieval walls you will find the iconic gothic Minster, Clifford's Tower and the Shambles - just a few of the many attractions.

But York isn't just a great place to visit - it's also a great place to live and work. While nourishing a vibrant cosmopolitan atmosphere, York still maintains the friendly sense of community unique to a small city.

Visit www.visityork.org for more information on the city of York

Shopping, culture and entertainment

York boasts specialist and unique boutiques but also all the high street stores on its busy shopping streets. Alongside them you will find cinemas, theatres, an opera house, art galleries, a vast range of restaurants, live music venues and clubs. York is particularly renowned for its multitude of pubs and bars, from the modern to the medieval.

Housing and schools

Whether you choose to live close to the city, in one of the surrounding villages or further afield, you will find a wide range of housing within comfortable distance of York and the University. For families, the area has a range of excellent schools both in the state and independent sector.

Great location

York is one of Britain's best-connected cities. Halfway between London and Edinburgh on the East Coast mainline, on intercity trains you can reach London King's Cross in less than two hours and Edinburgh in two and a half hours. York is also well served by road links, and it is easily accessible from the A1, M1 and the M62.



For those travelling from overseas, Manchester Airport is two hours away and Heathrow Airport just three and a half. Flights from nearby Leeds Bradford Airport provide easy access to mainland Europe. By Eurostar from London St Pancras, Paris is just over six hours away.

Yorkshire

The Lonely Planet guide recently declared Yorkshire the third best region in the world to visit. There is something to cater to every taste, whether it be the rugged landscapes of the Moors or the Dales, the picturesque seaside towns of Scarborough and Robin Hoods Bay, the gothic architecture of Whitby or the vibrancy of cosmopolitan Leeds.



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Apply online

- Go to <https://jobs.york.ac.uk>
- Find this job using reference 6983
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 28 September 2018.

What will I need?

You will need to upload:

- your CV
- a letter describing how you meet the requirements of the job

You will also need details of two referees.

Help and assistance

Direct any informal queries to robert.klassen@york.ac.uk

If you have any questions about your application, contact the HR Services team:

recruitment@york.ac.uk

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