

Section 1: Job Description

Job Title: Research Leader (Sainsbury Orchid Fellow)	Post No:
Band: E	Job family: Science and Scientific Information
Directorate: Science	Section/Dept: Integrated Monography/Comparative Plant & Fungal Biology (CPFB)
No. of Direct Reports: 0	No. of Indirect Reports: 0
Reports to (Position): Senior Research Leader in Integrated Monography	

Job Purpose:

To deliver RBG Kew's mission by: Being an active researcher within a research group and developing their own research team focusing on the orchid family, Orchidaceae.

Job Context:

Reporting to the Senior Research Leader in the Integrated Monography team, the post holder is a member of a research group providing day-to-day supervision for post-docs, PhD students, Early Career Research Fellows and research assistants. The post holder is responsible for their own grant-funded research project focussing on the orchid family, Orchidaceae, within a discrete area of a wider research programme. He/she contributes to the overall running of the Science Directorate as commensurate within the grade of the post.

Accountabilities:

1.	Develop research questions within a specific context, conduct individual research, analysing detailed and complex qualitative and/or quantitative data from a variety of sources, and generate original ideas by building on existing concepts. Includes academic supervision of research students and collaborative projects with colleagues in partner institutions.	20%
2.	Develop, establish, and pursue appropriate analytical protocols and techniques to support research	15%
3.	Regularly write research articles for prestigious journals (min 3 per year), book chapters, and reviews. Present papers at international conferences, and lead seminars to disseminate research findings. Promote the research group locally, nationally and internationally and liaise with sponsors, stakeholders, national agencies, and professional bodies.	15%
4.	Raise research funds for own research area through funding applications (min 2 per year) with the intention of developing a minimum income of £100K per year. Share responsibility for shaping the research group's plans and contribute to the writing of group-funding applications for new research projects	15%

Job Profile

5.	Manage and monitor research resources, budgets and accounts	5%
6.	Agree clear task objectives, coach and manage other members of the group on specialist methodologies or procedures	10%
7.	Carry out teaching/capacity building/public engagement/science in the garden activities	20%

Management of Resources

Financial Responsibilities: All staff are responsible for management of their own time and resources.

1.	Manage and monitor research resources and budgets
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Management of People

1.	Manage group of researchers/post-docs/PhD students
2.	Mentor career development fellows

Position within the Team –



Section 2: Person Specification

Education and Experience

Essential

Hold a relevant PhD/D.Phil together with post-qualification research experience

Sufficient specialist knowledge in the discipline to develop research programmes and methodologies

Strong publication record and a familiarity with the existing literature and research in the field

Experience of supervising staff

Desirable

Experience of managing a research budget

Experience of making funding applications

Experience of providing academic supervision and of delivering teaching

Job Specific Competencies – *skills and abilities specific to the job*

Essential

Detailed knowledge of problems, literature and appropriate methodologies in specialist field

Ability to lead and motivate a team of research staff

Ability to independently plan and manage a research project, including a research budget

Ability to raise research funds through making grant applications

Desirable

None

Kew Competency Framework: *The Framework identifies behaviours required for roles at different levels. Which are the key competencies for this job? Select up to four essential competencies*

Competency	Essential (✓)
1. Seeing the big picture	✓
2. Changing and improving	✓
3. Making effective decisions	✓
4. Leading and communicating	✓
5. Collaborating and partnering	✓
6. Building capability for all	
7. Achieving commercial outcomes	
8. Delivering value for money	
9. Managing a quality service	
10. Delivering at pace	✓