



RECRUITMENT PACK

This document includes the following information:

- Job Description
- Person Specification
- Additional information

Making an application:

Please complete the short on-line application form, which includes some standard questions, and attach the following documents. (Shortlisting is undertaken by a panel after the closing date on the basis of information provided.)

- a covering letter - explaining why you are interested in this post, and giving examples to demonstrate how you meet the requirements of the job as outlined in the Person Specification.
 - a curriculum vitae - giving full details of your qualifications and experience to date.
- Links to Guidance Notes and Frequently Asked Questions can be found on the Search Results page. These pages will open in a new window.
 - We recommend that you take a copy of this recruitment pack to help with your preparation.

A commitment to sustaining an inclusive and diverse community is one of the University's Core Values and we are keen to address any imbalances in our workforce.

We are proud to have been a Two Ticks employer since August 2008 and, as part of our commitment to this scheme, we guarantee an interview to any candidate with a disability who meets the essential criteria for the post. We also work in partnership with national disability organisation DisabledGo who provide detailed online access guides to many of our campus buildings and facilities which you may find useful.

If you are invited to attend an interview, you will receive an email with details of the arrangements. If you have provided us with a mobile telephone contact number, you will also be notified via a text message telling you to visit your email account for further information.

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 (01206-874588/873521) for help.

Closing Date: 30 December 2016

Interviews: 16 January 2017

Produced by:
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JOB DESCRIPTION – Job ref REQ00324

Job Title and Grade:	Senior Research Officer Grade 8
Contract:	Fixed-term full-time. The post is fixed term (1 February 2017 to 31 July with a possibility of 6 months extension), as there is uncertainty about continued funding for the post in the future.
Hours:	A notional minimum of 36 hours per week
Salary:	£32,004 per annum
Department/Section:	Department of Sociology
Responsible to:	The Head of Department
Reports on a day to day basis to:	Principal Investigator
Purpose of job:	The appointee will be a key member of a research team assisting Professor Yasemin Soysal in her collaborative ESRC (joint with DFG and NSFC) project. The researcher will be expected to take responsibility for conducting a large-scale survey of Chinese and Japanese students in UK universities, within the research program summarized below.

Purpose of the Post

Summary of the Research Program "Bright Futures": A Comparative Study of Internal and International Mobility of Chinese and Japanese Higher Education Students:

Young people moving away from home to seek "bright futures" through higher education are a major force in the globalization of higher education. This project is a systematic and comparative analysis of East Asian student mobilities - one of the most intense flows of educational migrations. Focusing on the internal and international mobility of Chinese and Japanese higher education students, the research aims to shed new light on the relationship between educational mobility and life course aspirations and formation, and their regional dynamics. The research design is innovative: We conduct three-way comparisons on a representative sample of Japanese and Chinese students in British and German universities, with those who moved or stayed domestically for their education, as well as Chinese students who migrated to Japan. Through such comparisons, we expect to unveil a number of theoretical issues such as selectivity in educational migration; how individual preferences are shaped for regional as opposed to beyond region migrations; and the differential impact of such preferences on future life course orientations and expectations. The main data are collected through large-scale surveys among student groups, complemented by exploratory interviews with students and parents.

The project is an international collaboration (led by Professor Yasemin Soysal at University of Essex), with participants from University of Edinburgh; UNED, Madrid; Bielefeld University, Germany; Tsinghua University, China; Kyoto University, Japan). It is funded by the Economic and Social Research Council (ESRC), German Science Foundation (DFG), and the National Natural Science Foundation of China (NSFC).

Duties of the Post:

The main duties of the post will include:

1. Contacting and gaining access to survey populations.
2. Organizing and overseeing the survey fieldwork.
3. Administering and monitoring the online survey.
4. Potentially, programming and adjusting survey questionnaire in Qualtrics.
5. Data management and cleaning, merging of datasets (conducted in the UK, Germany, China, and Japan) and preparation of the final dataset; creation of secondary variables from the evidence produced and eventually from other sources of data.

6. Drafting survey documentation; assisting with data visualisation and presentation of statistical results.
7. Contributing to the outreach and consultation with stake-holders; production and distribution of a policy-informing report on main research findings; and organization of other dissemination activities.
8. Assisting with the organization of project meetings and workshops; and presentation of the research at these events.
9. Helping in drafting project proposals for further funding.
10. Day-to-day management of the project.
11. Helping with the coordination of research teams in different countries;
12. Contributing to analysis of survey data and joint publications from the project;
13. Any other duties as may be assigned from time to time by the Head of the Department of Sociology or his/her nominee.

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:

<http://www.essex.ac.uk/hr/current-staff/terms.aspx#>

November 2016

PERSON SPECIFICATION

JOB TITLE: Senior Research Officer

Qualifications /Training

	Essential	Desirable
<ul style="list-style-type: none"> A PhD in Sociology or a related social science discipline or equivalent experience of independent social science research at postgraduate level 	X	

Experience/Knowledge

	Essential	Desirable
<ul style="list-style-type: none"> Competence in social science survey research methods, including design, administration, and monitoring of (online) survey instrument 	X	
<ul style="list-style-type: none"> Competence in organizing and overseeing the survey fieldwork 	X	
<ul style="list-style-type: none"> Competence in data management and working with large data sets 	X	
<ul style="list-style-type: none"> Competence in multivariate quantitative analysis 	X	
<ul style="list-style-type: none"> Experience of working collaboratively 	X	
<ul style="list-style-type: none"> Competence in data visualization and presentation tools (e.g. R, python, etc) 		X
<ul style="list-style-type: none"> Competence in Qualtrics software 		X
<ul style="list-style-type: none"> Competence in compilation of reports (media brief, policy reports) for non-academic audience, stakeholders and media outlets 		X
<ul style="list-style-type: none"> Familiarity with social science literature in the fields of migration, education, and international student mobility 		X
<ul style="list-style-type: none"> A record of publications in academic journals and books 		X
<ul style="list-style-type: none"> Administrative experience in organizing workshops/conferences and day-to-day management of research 		X
<ul style="list-style-type: none"> Knowledge of Mandarin and/or Japanese languages 		X

Skills/Abilities

	Essential	Desirable
<ul style="list-style-type: none"> Proven ability to work independently 	X	
<ul style="list-style-type: none"> Ability to undertake survey research, including design, administration and monitoring of online survey 	X	
<ul style="list-style-type: none"> Ability to organize and prepare large data sets for statistical analysis 	X	
<ul style="list-style-type: none"> Familiarity with quantitative research procedures, particularly the interpretation and presentation of statistical results 	X	
<ul style="list-style-type: none"> Good organizational, administrative, communicative and interpersonal skills 	X	
<ul style="list-style-type: none"> Demonstrable ability to write work of publishable quality 	X	
<ul style="list-style-type: none"> Good writing skills in compiling precise and concise reports in a non-technical manner for non-academic audiences 		X
<ul style="list-style-type: none"> Ability to work in Chinese and/or Japanese language 		X



Other

	Essential	Desirable
▪ Ability to meet the requirements of UK 'right to work' legislation*	X	

* The University has a responsibility under the Asylum, Immigration and Nationality Act 2006 to ensure that 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. The University may be able to offer Tier 2 Sponsorship for this role. For further information about UK immigration requirements please follow this link <https://www.gov.uk/government/organisations/uk-visas-and-immigration>

November 2016

GENERAL INFORMATION

Department - Department of Sociology

You can find more information about the department at the following link:

<http://www.essex.ac.uk/sociology/>

General information

Informal enquiries may be made to Professor Yasemin Soysal, Principal Investigator (telephone: 01206 873572 e-mail: soysal@essex.ac.uk). However, all applications must be made online.

People Supporting Strategy

Please find a link to the People Supporting Strategy.

<http://www.essex.ac.uk/hr/policies/docs/people-oct15.pdf>

Benefits

Our staff and students are members of the University for life. We believe a person's potential is not simply defined by grades or backgrounds, but by a willingness to question, to collaborate and to push at the edges of knowledge and their own potential.

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
- Childcare vouchers
- Relocation package for qualifying staff
- Interest free season ticket loan
- Range of optional salary exchange tax benefits (pension, childcare and bicycle schemes)

No smoking policy

The University has a no smoking policy

November 2016