

Job Description

Job Title:	Research Associate in Early Vertebrate Palaeontology
Department/Division/Faculty:	Department of Life Sciences, Faculty of Natural Sciences
Campus/Location:	Silwood Park Campus
Job Family/Level:	Research Job Family, Research Associate* (Research salary scale)
Responsible to:	Martin D Brazeau
Key Working Relationships (Internal):	Martin D Brazeau
Key Working Relationships (External):	Zerina Johanson, The Natural History Museum Matt Friedman, University of Michigan
Contract type:	Full-time, fixed term for up to 35 months

Purpose of the Post

To carry out research on the anatomy of early vertebrates with the objective of resolving the origins of vertebrate fins and girdles; to conduct processing and interpretation of tomographic data from early vertebrate fossils using three-dimensional techniques; conducting comparative morphological analyses; and collaborating on comparative phylogenetic datasets; to co-author and submit publications to peer-reviewed scientific journals.

Key Responsibilities

Research Duties:

- Undertake computed tomography scanning
- Process (segment) tomographic data from lab-based and synchrotron scanning
- Conduct comparative anatomical interpretations
- Generate imagery for figures and compose figures
- Prepare manuscripts for publication of results
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- Advise and assist other staff and students
- Taking initiative in the planning of research
- Conduct data analysis
- Ensure the validity and reliability of data at all times
- Maintain accurate and complete records of all findings
- Collaborate in reports for submission to research sponsors
- Present findings to colleagues and at conferences
- Submit publications to refereed journals
- Provide guidance to staff and students
- To attend relevant workshops and conferences as necessary
- To develop contacts and research collaborations within the College and the wider community

Other Duties:

- To undertake any necessary training and/or development
- To undertake appropriate administration tasks
- To attend relevant meetings

Where Imperial or funder conditions necessitate, you will be required to complete timesheets for your work on projects in a timely manner.

Candidates who have not yet been officially awarded their PhD will be appointed as a Research Assistant within the salary range £38,194 - £41,388 per annum.

Person Specification

Requirements	Essential (E)/ Desirable (D)
Candidates/post holders will be expected to demonstrate the following:	
Education	
Research Associate: Hold a PhD (or equivalent) in vertebrate palaeontology or related field or a closely related discipline.	E
Research Assistant: Near completion of a PhD (or equivalent) in vertebrate palaeontology or related field or a closely related discipline.	
Experience	
Prior work with computed tomography and segmentation software (e.g. Mimics, Avizo, VG Studio)	E
Undertaken comparative morphological investigation	E
Prior work with fossil material	D
Prior work with collections-based material	E
Knowledge	
Understanding of vertebrate anatomy and evolution	E
Understanding of phylogenetic methods and their practical implementation	E
Expert knowledge of early (Palaeozoic) vertebrates or fishes	D
Skills & Abilities	
Comfortable with computers and software	E
Ability to use graphical software (e.g. Adobe CC)	D
Specimen illustration and/or digital modelling	D
Other	
Excellent activity and time management abilities	E
Flexible attitude towards work	E
Discipline and regard for confidentiality and security at all times	E
Willingness to undertake any necessary training for the role	E
Willingness to travel both within the United Kingdom and abroad to conduct research and attend conferences	E
Willingness to work as part of a team and to be open-minded and cooperative	E

Further Information

Please note that job descriptions cannot be exhaustive, and the post-holder may be required to undertake other duties, which are broadly in line with the above key responsibilities.

Imperial College is committed to equality of opportunity and to eliminating discrimination. All employees are expected to follow the [Imperial Values & Behaviours framework](#). Our values are:

Imperial College London

- Respect
- Collaboration
- Excellence
- Integrity
- Innovation

Employees are also required to comply with all College policies and regulations paying special attention to: Confidentiality, Conflict of Interest, Data Protection, Equal Opportunities, Financial Regulations, Health and Safety, Information Technology, Smoking, Private Engagements and Register of Interests. They must also undertake specific training and assume responsibility for safety relevant to specific roles, as set out on the [College Website Health and Safety Structure and Responsibilities](#) page.

The College is a proud signatory to the San-Francisco Declaration on Research Assessment (DORA), which means that in hiring and promotion decisions, we evaluate applicants on the quality of their work, not the journal impact factor where it is published. For more information, see <https://www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-evaluation/>

The College believes that the use of animals in research is vital to improve human and animal health and welfare. Animals may only be used in research programmes which are ultimately aimed towards finding new treatments and making scientific and medical advances, and where there are no satisfactory or reasonably practical alternatives to their use. Imperial is committed to ensuring that, in cases where this research is deemed essential, all animals in the College's care are treated with full respect, and that all staff involved with this work show due consideration at every level. [Find out more about animal research at Imperial.](#)

We are committed to equality of opportunity, to eliminating discrimination and to creating an inclusive working environment for all. We therefore encourage candidates to apply irrespective of age, disability, marriage or civil partnership status, pregnancy or maternity, race, religion and belief, gender identity, sex, or sexual orientation. We are an [Athena SWAN Silver Award](#) winner, a [Disability Confident Leader](#) and a [Stonewall Diversity Champion](#).

March 2023