

THE UNIVERSITY OF MANCHESTER

PARTICULARS OF APPOINTMENT

FACULTY OF HUMANITIES

ALLIANCE MANCHESTER BUSINESS SCHOOL

ALLIANCE MBS - IMP DIVISION

RESEARCH ASSOCIATE IN PRIVACY, TRUST AND DATA PROTECTION

VACANCY REF: HUM- 016375

Salary:	£32,816 to £40,322 per annum (depending on experience)
Hours:	Full time
Duration:	Starting as soon as possible until 31 July 2022
Location:	Oxford Road, Manchester

Enquiries about the vacancy, shortlisting and interviews:

Name: Prof Gerard Hodgkinson

Email: Gerard.hodgkinson@manchester.ac.uk

Overall Purpose of the Role

Applications are sought for a full-time postdoctoral Research Associate to join the Digital Trust and Security team at the University of Manchester, as part of a cluster of researchers addressing the challenges of cyber security and digital trust in the workplace.

The post would suit a high-potential researcher who holds (or is very close to completing) a PhD or equivalent in a cognate area of applied psychology, with a strong desire to pursue interdisciplinary research that simultaneously advances fundamental understanding of and applied insights into the behavioural barriers to, and enablers of, enhanced cyber security in the workplace. The successful applicant will be excited by interdisciplinary working, innovation, and stakeholder impact, and have the academic credentials to thrive in a complex, interdisciplinary project environment.

We are looking for an outstanding postdoctoral Research Associate who will make a strong contribution to the intellectual and practical development of our exciting and fast-moving plans to develop our capability and capacity in Digital Trust and Security (DTS), as part of University of Manchester's ambitious Digital Futures programme. Through our new interdisciplinary Centre for Digital Trust and Society, the DTS theme brings together and develops expertise across the University on issues such as privacy, data protection, regulation, and governance; trustworthy digital systems; cybercrime; workplace cybersecurity; trust in democratic systems; and advanced mathematics. We work with businesses, government, law enforcement, third sector, and academic researchers from across the world to develop research that helps protect citizens and enhance prosperity.

You will work on a series of projects under the direction of Professor Gerard P. Hodgkinson (based in the Manchester Institute of Innovation Research at Alliance Manchester Business School), you will play an important role in developing the Centre for Digital Trust and Society, working closely with the strategic lead for DTS (Professor Emma Barrett), and researchers across the other DTS research clusters to develop and enable world-leading research and innovation pertaining to Digital Trust and Security in the workplace.

The exact range and scope of projects will be agreed between Professor Hodgkinson and the successful applicant, in collaboration with other members of his team. We are particularly interested in the challenges confronting the legal and finance sectors, where related work is addressing the wider challenges of organizational adaptation and change resulting from the adoption of AI and related technologies.

You will focus initially on one or more existing or planned cluster research projects, but over time will work with the team to generate new research ideas and drive forward new research directions.

To join us, you must hold (or be very close to completing) a PhD or equivalent in a cognate area of applied psychology, with an emerging track record of conference presentations and potential to publish in high quality journals. You will demonstrate initiative and enthusiasm to take forward research in your cluster and to support the development of the DTS theme more broadly. You will be a collaboratively-minded team player who is comfortable working with minimal supervision where required, with a well-organised approach to managing your work to deliver results to deadlines. Your excellent communication and interpersonal skills will have equipped you to develop constructive and productive relationships with a wide range of stakeholders, from academia, business, government, and law enforcement. Ideally, you will have some experience of funding application processes.

The post is full-time, available immediately, and funded until the 31st July 2022 in the first instance. There is the possibility of extension, depending on success in obtaining funding.

Key Responsibilities, Accountabilities or Duties:

This research role will involve the following set of activities.

- Contribute to the development of grant proposals.
- Contribute to the design of new research studies.
- Data collection and analysis of data, ensuring compliance with relevant ethical and data storage requirements.
- Participate in writing papers for submission to journals and international conferences.
- Coordinate and participate in cluster team meetings, and contribute to the development of the new Centre for Digital Trust and Society.
- Attend and present at conferences and workshops related to the project.
- Present at institute and group seminars aimed at sharing research outcomes and building interdisciplinary collaboration within and outside the department.
- Maintain own continuing professional development.
- Follow and promote Manchester University policies, including Equal Opportunities.
- Maintain an awareness and observation of University of Manchester policies and procedures in respect of data collection and storage, including, but not limited to, ethical and GDPR requirements.
- Maintain an awareness and observation of fire and health and safety regulations.
- Carry out any other duties commensurate with the grade and purpose of the post.

This job description reflects the present requirements of the post and, as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post-holder.

PERSON SPECIFICATION

Essential Knowledge, Skills and Experience :

Essential

- A PhD or equivalent in psychology or closely related discipline (e.g., behavioural science, organizational behaviour, cyber psychology)
- Knowledge of and interest in the behavioural challenges pertaining to work-related digital trust and security

- Expertise in one or more of the following: applied cognitive task analysis, attitude measurement and scaling, knowledge elicitation techniques, laboratory and/or field experiments.
- An emerging track record of conference presentations and publications commensurate with career stage
- The ability to self-organize research activities, manage time effectively, and maintain high quality standards, while prioritizing workload and meeting deadlines, with good attention to detail.
- Excellent interpersonal, oral and written communication skills.

Desirable

- Demonstrable expertise in work-related cyber psychology
- Evidence of working collaboratively across organisational boundaries and with other disciplines.

BACKGROUND

The University of Manchester

The University of Manchester is one of the largest single-site universities in the UK, with over 40,000 students and more than 12,000 staff. We are located in the heart of Manchester, a world-class city that shares our pioneering, boundless spirit and enjoys a dynamic business and cultural environment.

The University enjoys a reputation for ground-breaking research and innovation. In 2014 the Research Excellence Framework (REF) ranked us fifth in the UK for research power. We are committed to delivering an outstanding teaching and learning experience; contributing to the social and economic success of local, national and international communities; producing the highest calibre graduates; and developing our staff to be amongst the very best of their peers.

To achieve our ambitious goals we aim to attract and retain the very best people to work across a range of academic disciplines and support functions. The University strives to make our community a welcoming, caring and enthusiastic one, fuelling ambition with opportunities and support to help us all achieve our personal and professional goals.

Faculty of Humanities

With a total income over £237M pa, some 17,000 students and some 1,350 academic staff, the Faculty of Humanities at the University of Manchester is equivalent to a medium-sized university in the UK. The Faculty encompasses academic areas as diverse as Arts, Education, Law, Development, Social Sciences, and Business and Management, and is addressing with notable success the aim to generate fresh synergies by overcoming traditional institutional barriers between Arts and Social Sciences. The Faculty's structure, scale and academic range permit it to promote interdisciplinary research collaboration across its schools and with the other Faculties in the University, from a strong disciplinary base. Major initiatives, supported by substantial internal and external investment, include: the Productivity Institute, the African Cities Research Consortium, the Cathie Marsh Institute for Social Research, Centre for Digital Trust and Society, the Manchester Institute of Innovation Research, and the FinTech and LegalTech initiatives.

Alliance Manchester Business School

The Alliance Manchester Business School (AMBS) is part of the Faculty of Humanities. AMBS is the largest campus-based business and management school in the UK. It provides industry-focused business and management education to undergraduates, postgraduates and executives. Triple accredited, it has more than 50 years' experience of delivering world-class programmes across the globe. Through their research, its 250 world-leading [academics](#) are making a real difference to business, industry and management for the better.

Its experts generate globally recognised research across a wide variety of disciplines ranging from management sciences, marketing, innovation, work and employment, to organisational psychology, accounting and finance. Addressing some of the world's biggest issues, AMBS research influences business leaders and policy-makers and we use our findings in our collaborations with international partners, as well as in our teaching, advisory and public speaking roles.

The Manchester Institute of Innovation Research is a world leading centre for the study of science and innovation policy and management. Our 50 members of staff and 30 doctoral students build on more than five decades of interdisciplinary science, technology and innovation studies in Manchester. Our research, teaching and engagement activities are based upon a guiding principle of excellence, both in terms of academic rigour and societal relevance.