

**JOB DESCRIPTION**

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| **Job Title:** Senior Research Associate in Organisational Learning Dynamics within the Nuclear Decommissioning Authority | **Present Grade:** 7 |
| **Department/College:** Organisation, Work and Technology | |
| **Directly responsible to:** Dr Dermot O’Reilly | |
| **Supervisory responsibility for:** None | |
| **Other contacts** | |
| **Internal:**  Prof. Lucas Introna; academic staff in OWT | |
| **External:**  Heather Barton, Cross-Industry Learning, Nuclear Decommissioning Authority. | |
| **Purpose of the role:**  To be the lead empirical researcher, with ongoing design, planning, and management of the research project, including analysis, and presentation and communication of the findings, interpretation, and implications of the research to the funder, the broader UK energy sector, and to academic audiences.  **Major Responsibilities:**   1. Contributing to the ongoing research design of the Organisational Learning Dynamics within the Nuclear Decommissioning Authority project 2. Liaising with potential research participants and negotiating research access according to ethical research principles and recording these processes. 3. Complying with confidentiality and data protection processes, agreements, and legislation. 4. Searching for, collating, critically reviewing, and synthesizing relevant practitioner and academic materials and resources. 5. Conducting empirical research on the project and collecting and generating empirical materials. Research methods will likely include a mix of: shadowing, non-participant observation (including digital ethnography), individual interviews, group interviews and discussions, collating organisational documents and other materials, written and image diary elicitation, surveys, and secondary data analysis. 6. Analysing and presenting empirical materials and developing findings, discussions, conclusions, next steps and recommendations 7. Organisation of, and participation in, project meetings and other project governance mechanisms. 8. Contributing to, and leading the production of, practitioner progress reports, dissemination materials, presentations, and interim and final reports for the NDA describing the results of the project and options for intervention. 9. Applying and developing concepts and theories of organisational learning with the aim of developing new scientific expertise within the international organisational learning community. 10. Preparation and presentation of practitioner talks, posters and reports to disseminate the results of these studies. 11. Participation in practitioner and academic national and international conferences and workshops to present the results of the project to a wider audience and to learn about current advances in the field. 12. Contributing to academic presentations, papers, and other modes of academic dissemination and communication, including preparation of journal papers for publication of project findings. 13. Participation in (and ultimately taking the lead in) writing new research proposals that build on the expertise in organisational learning dynamics developed in this project. | |