	Research Support Assistant level 1	Research Support Assistant Level 2	Research Associate
	Grade G	Grade H	Grade I
Indicative rate (mid point of the grade plus 12.07% to account for holiday pay)	£18.40 per hour	£20.43 per hour	£22.25 per hour
Purpose	To provide closely defined research support for a research project (under close supervision).	To collect and analyse research data and support the conduct of studies / other research using multiple research methods.	Drawing on their post graduate research degree and / or experience to contribute to research studies and projects with regular direction.
Typical responsibilities This is not an exhaustive list, not are individuals	To set up and undertake research tasks or experiments under close direction of PI.	To set up and undertake research tasks or experiments under direction of PI.	Drawing on their post graduate research degree or relevant experience to contribute to research activities with regular supervision available.
expected to undertake all of the responsibilities within their role descriptor.	Supporting research activities and applying specific techniques to analyse data.	Supporting research activities and applying complex techniques to analyse data. Analyse large and /or complex data sets.	Supporting research activities and applying their knowledge and initiative to analyse and interpret research data and draw conclusions from the outcomes.
	Operating specialist equipment following training.	Operating specialist equipment following training.	Provide advice and demonstrate techniques and specialist equipment to colleagues and students in their area.
	Collection, collation and data entry from documents	Support the design of data collection and collation methods.	Drawing on their qualifications and/or experience contribute to the design of data collection and collation methods.
	Assist with data collection including desk top research, focus groups and interviews with close supervision.	Undertake data collection including desk top research, focus groups and interviews with supervision.	Undertake data collection including desk top research, focus groups and interviews with guidance from more experienced colleagues.

D	eveloping databases and spreadsheets.	Developing complex databases and spreadsheets.	Using creativity, qualifications and experience to develop complex databases and spreadsheets.
re	eeping accurate records of methods and esults. Indertake some limited data analysis and resent results to PI and team	Keeping accurate records of complex methods and results. Present results of data analysis to colleagues within the research project and wider community.	Keeping accurate records of complex methods and results for their own and others work. Present information on research progress, outcomes within the project and wider community and contribute to broader dissemination activity.
re	reparing documents relevant to specific esearch e.g. method statements and OPs, ensuring adherence to guidance.	Preparing complex documents relevant to specific research e.g. method statements and SOPs, ensuring adherence to guidance.	Drawing on their qualifications and/or experience to develop complex documents relevant to specific research e.g. method statements and SOPs, ensuring adherence to guidance.
so	ssist in writing for publication such as ourcing materials and preparing ibliographies.	Assist in writing for publication such as preparation of short reports detailing main findings and recommending areas for further study.	With close supervision write up their own results for publication and / or contribute to the larger publications.
uļ	ommunicate regularly with PI providing pdates and receiving support and upervision. espond independently using initiative	Communicate regularly with PI providing updates and receiving support and supervision.	Communicate regularly with PI providing updates and receiving support and supervision.
aı	nd judgement to propose solutions to roblems and barriers.	Respond independently using experience, initiative and judgement to propose suggested solutions to problems and barriers.	Respond independently using qualification, experience, initiative and judgement to propose suggested solutions to problems and barriers.

	Creative projects and public engagement		
Typical Qualifications and Experience	Ability to work collaboratively with colleagues and students.	Ability to work collaboratively with colleagues and students.	Ability to work collaboratively with colleagues and students.
	Degree in a relevant subject (or working towards one), or equivalent relevant experience.	Degree and/or Post Graduate Research degree in a relevant subject (or working towards one), or equivalent relevant experience.	Honors degree and relevant postgraduate research degree (or working towards one) and some research experience, or experience commensurate with a post graduate research degree.