CANDIDATE PACK

Research Fellow in JUST STREETS Project

School of Architecture and Cities

UNIVERSITY OF WESTMINSTER

OUR UNIVERSITY

Under the inspirational leadership of Professor Peter Bonfield OBE, the University of Westminster is a place where discoveries are made, barriers are broken, diversity is celebrated and where everyone is welcome. Serving more than 21,000 undergraduate, postgraduate, apprentice and executive students, our mission is to transform the lives of young people from all backgrounds. We seek to make the world a more inclusive, sustainable, better and healthier place through our educational, research and knowledge exchange endeavours.

Since our founding in 1838 we have stood out as innovators, committed to tackling social inequalities. In 2021, our University ranked 2nd in England out of more than 100 higher education institutions for social mobility. The ranking - produced by the Institute for Fiscal Studies and the Sutton Trust – compares the number of students from low-income backgrounds at universities, and the extent to which their studies helped them to move up the income ladder. Westminster has the second highest performance among universities in England.

As we focus forward to 2029, we will continue to do so in a way that is true to our progressive, compassionate and responsible values. Our education offer will be more personalised and authentic, giving students from all backgrounds an opportunity of transformative learning, helping them succeed in their studies and professional lives. Our curriculum will be employability-linked, leading to stronger outcomes and helping prepare our graduates for the world of work and for life. Our research and knowledge exchange will enable us to maximise our positive impact on societies in the UK and around the world in an environment where everyone is inspired to succeed. Our priorities of wellbeing, inclusion and sustainable development will help us as we navigate through the challenges and opportunities towards 2029.

OUR **PRIORITIES**

The University's 2022-2029 strategy, Being Westminster, sets us apart and builds on our unique history and achievements. In our University, we value social justice, moral conscience, inclusivity and equality, acting positively together to make change for good.

The University of Westminster has three priorities.

WELLBEING

Working and studying together at Westminster as a community of students and colleagues is a big part of our lives – doing so in an environment that places our wellbeing front and centre helps us to be safe and feel safe. We care for the safety, health and wellbeing of those around us as well as ourselves.

INCLUSION

All Westminster, colleagues and students are in a supportive and safe learning and working environment which is equitable, diverse and inclusive, is based on mutual respect and trust, and is a place where harassment and discrimination are not tolerated. As a responsible institution, we strive to ensure and to champion equality. As a progressive institution, we take pride in our diversity. As a compassionate institution, we commit to an inclusive culture that allows students and colleagues to reach their full potential.

SUSTAINABLE DEVELOPMENT

We take inspiration from the 17 United Nations' Sustainable Development Goals (SDGs) in how we drive our actions and activities and governance across our University. As a community, we bring together our collective energies to play our part in addressing the climate crisis and inequalities to enable a more sustainable and socially just world. We are one of the top 20 universities in the world in SDG 5 for providing equal access and supporting the academic progression of women. We are one of the top 25 universities in the world in SDG 10 tackling economic, health based and international inequalities. We are in the top 50 universities in SDG 12 for promoting resource and energy efficiency, having a sustainable infrastructure, and providing access to basic services for all.

OUR OBJECTIVES **2022-2029**

Against a backdrop of a changing and challenging higher education environment, the University has recently completed a major review of its objectives and strategy, and has published its commitments for the period 2022-29.

EDUCATION

We will offer personalised and authentic education, underpinned by an inclusive curriculum, to enable all our students, from all backgrounds, to engage in transformative learning and to succeed in their studies and professional lives. We will address global, political, and social challenges through a relevant demand-led and forward-looking portfolio. We will do this by offering authentic teaching, learning and assessment modes which immerse students in the wider-world through live projects, work-based learning and global opportunities. We will invest in our people to enable all teaching colleagues to plan and deliver exceptional learning experiences and professional colleagues to offer exceptional support. Students will be empowered by working in partnership with colleagues and fellow students to shape the Westminster experience. We will develop an integrated physical and digital environment that supports excellent practical, active and collaborative learning for all our students.

RESEARCH AND KNOWLEDGE EXCHANGE

Research and knowledge exchange are fundamental to our commitment to making a positive difference to the world and transforming lives. We are committed to research in four priority areas: Diversity and Inclusion; Health Innovation and Wellbeing; Sustainable Cities and the Urban Environment; Arts, Communication and Culture. Our excellence in research and knowledge exchange will infuse our education endeavour, inspiring and equipping our students as agents of change locally as well as globally. We will continue to grow our community of PhD researchers, ensuring that the Westminster postgraduate research experience remains sector leading and the foundation for great careers. In knowledge exchange we will focus on engagement with government, business and with the public and local community. We will achieve more when we identify shared interests and build partnerships with our communities and collaborate for the public good with a clear civic purpose.

EMPLOYABILITY

We will ensure that all our students benefit from employability-led learning and purposeful engagement with employers, business and industry, to give students from every background the best possible preparation for the world of work and enable the best possible employability outcomes. We will do this through the further extension and embedding of programmes such as work-based and placement learning; the Westminster Employability Award; Westminster Working Cultures; mentoring; and student enterprise. Employability-related learning will be a core and critical part of the courses and curriculum we offer, right across the University. It will be front and centre of life at the University for students and colleagues.

A key priority will be the development of a dedicated Centre for Employability and Enterprise at 29 Marylebone Road, intended to transform our student experience and our engagement with business, industry and employers. The Centre will provide a game-changing experience through which undergraduate and postgraduate students from across Westminster will come together and practise enterprise; develop an entrepreneurial mindset and skills; access training, work, projects, business advice and mentoring; and connect directly with employers. The future-focused environment of the Centre will scale up our employability provision, helping our students to be 'fit for the future' in the most challenging of post-pandemic labour markets and economic environments. It will strengthen links between our UK-based and international employer partners and our motivated, bright, work-ready students, affording employers access to a diverse mix of people right for the needs of the contemporary workforce.

GLOBAL ENGAGEMENT

We will raise the international reputation and reach of the University, ensuring that 30% of our undergraduate community and 70% of our taught postgraduates come to us from overseas. Overseas partnerships will remain central to our global engagements. We will prioritise the outward mobility of our students to partner institutions, Contributing to students' development of employability skills and competences. We will extend and deepen our Trans-National Education relationships. These partnerships, particularly that with Westminster International University in Tashkent, will move beyond franchised or validated arrangements to embrace employability, alumni-related research, CPD and knowledge exchange connections.

OUR **STRUCTURE**

ACADEMIC STRUCTURE

Our structure is built to deliver an enhanced learning environment, stronger and broader industrial, international and professional connections and pioneering and impactful research. The University comprises three Colleges:

Westminster Business School

- School of Organisations, Economy and Society
- School of Finance and Accounting
- School of Applied Management
- School of Management and Marketing

College of Creative Arts and Technologies

- School of Architecture and Cities
- Westminster School of Arts
- School of Computer Science and Engineering
- Westminster School of Media and Communications

Liberal Arts and Sciences

- School of Social Sciences
- Westminster Law School
- School of Humanities
- School of Life Sciences

The University Executive Board comprises:

- Vice Chancellor and President
- Deputy Vice Chancellor (Employability and Global Engagement)
- Deputy Vice Chancellor (Education and Students)
- Deputy Vice Chancellor (Research and Knowledge Exchange)
- Chief Operating Officer and University Secretary
- Three Heads of College

PROFESSIONAL SERVICES

Our Professional Services teams support the effective and professional delivery of our teaching, research and knowledge exchange and the management of student residences and sports facilities.

- Academic Registry
- Business Engagement and Graduate Futures Directorate
- Digital and Technology Services
- Estates
- Finance and Commercial Activities
- Global Engagement
- Global Recruitment, Admissions, Marketing and Communications
- Graduate School
- People, Culture and Wellbeing
- Research and Knowledge Exchange Office
- Strategy, Planning and Performance
- Student and Academic Services
- Learning Innovation and Digital Engagement

JOB DESCRIPTION

Job Title: Research Fellow in JUST STREETS Project
Reports to: Head of Department
Department: School of Architecture and Cities
Grade: REB

PROFESSIONAL VALUES

All Research Fellows are required to demonstrate respect for individual learners and be committed to incorporating the process and outcomes of relevant research, scholarship and/or professional practice. All Research Fellows are required to be committed to the development of learning communities and encouraging participation in Higher Education, while acknowledging diversity and promoting equality of opportunity. It is also a requirement that all staff are committed to undertaking continuing professional development and evaluation of individual practice and that they are proactive in improving the student experience.

ROLE PURPOSE

To develop research objectives, projects and proposals for individual or joint research projects ensuring that this activity and administrative duties are well managed, obtaining guidance if required.

PRINCIPAL ACCOUNTABILITIES

1. To build internal contacts and participate in internal networks for the exchange of information and to ensure that relationships are made and developed for future collaboration (s) and potential sources of funds are identified.

2. To be able to prepare the paperwork required for the submission of research proposals and research applications to external bodies or companies to secure funding or for contractual purposes.

3. To take the initiative and creativity to identify areas for research, develop new research methods and extend the research portfolio, identifying and using new research techniques and methods as appropriate to analyse and interpret research data and draw conclusions on the outcomes. Ensure that the outputs of such activities are to a standard that will be recognised internationally in terms of originality, significance and rigour.

4. To be responsible for conducting individual or collaborative research projects and ensuring that results are written up for publication.

5. To be able to use research resources, laboratories and workshops as appropriate and ensure that personal research activity is planned and managed, taking into

account the requirement, as necessary, to collaborate with others.

6. To be responsible for developing and maintaining a personal programme of Continuous Professional development (CPD) which ensures that you are continually up to date with developments, knowledge and understanding in your field or specialism and that you can translate this knowledge of advances in the subject area into research activity.

7. To attend and contribute to relevant internal and external meetings and to the decision making process in general, in a positive and collaborative manner.

8. To be involved and undertake the assessment of student knowledge, providing supervision of projects and assistance in the development of student research skills.

9. To have an understanding of individual health and safety responsibilities and an awareness of the risks in the work environment, together with their potential impact on both individual work and that of others.

10. To undertake any other duties within their competence, as required by the University.

CONTEXT

To support and undertake high-quality research, impact evaluation, communication and dissemination activities within the Horizon Europe JUST STREETS project ("Mobility Justice for All: Framing Safer, Healthier and Happier Streets"), contributing to the delivery of project objectives, outputs and final reporting. The postholder will support the ongoing development and evaluation of tools, methodologies and evidence relating to street justice, active mobility and sustainable street transformation, using their expertise to expand the project's impact among academic, policy and practitioner audiences. JUST STREETS seeks to transform car-centred mobility narratives and promote more equitable, healthy, inclusive and sustainable streets through collaboration with cities, citizens and policymakers across Europe. The project runs until 30 June 2027.

The postholder will possess sufficient breadth or depth of specialist knowledge in the discipline and of research methods and techniques to work within established research programmes. The postholder will be expected to engage on a programme of continuous professional development (CPD).

The postholder must be able to show consideration towards colleagues and work with them on joint projects as required and have the ability to collaborate with academic colleagues and students on areas of shared research interest. This will require the ability to balance the competing pressures of research and administrative demands and deadlines.

The postholder will be expected to deal with routine communication using a range of media and be able to communicate complex information, which may be of a specialist or highly technical nature, orally, in writing and electronically.

The postholder has responsibility for ensuring that suitable and sufficient risk assessments are undertaken for the activities for

which they are responsible and that measures to control risk are identified and implemented and communicated to all affected.

They must ensure the provision of adequate supervision and training, to include: the responsibility to work with due regard for the health and safety of themselves and others; familiarity with actions to be taken in the event of emergency; and the duty to report accidents and hazards appropriately.

They will also require a thorough understanding of the diversity and equal opportunities issues.

DIMENSIONS

This post forms part of the Horizon Europe-funded JUST STREETS project, an 11MEuros international research and innovation initiative involving partners across Europe. The project focuses on creating safer, healthier and more inclusive streets by promoting mobility justice and active travel, while addressing environmental sustainability, accessibility and social equity within urban environments. The project works with pilot and follower cities to develop practical approaches that can be transferred and replicated across Europe. The postholder will join an interdisciplinary consortium and research team working at the intersection of transport planning, urban design, sustainability, social justice and behavioural change. A significant component of the role will involve supporting project communication, dissemination and stakeholder engagement activities, alongside evaluating the impact and effectiveness of project outputs and interventions in the project's final phases. Particular emphasis will be placed on ensuring that project knowledge reaches and is usable for policymakers, practitioners and communities, and that evidence of impact is captured for project reporting and legacy activities. The postholder will work collaboratively with academic and non-academic partners across Europe and will contribute to the final phase of the project, including dissemination, impact evaluation and delivery of project outputs leading to project completion in June 2027.

- Contributes to delivery of a major Horizon Europe research project with an international consortium of over 30 partners.
- Works with academic researchers, city authorities, policymakers, practitioners and community stakeholders across multiple countries.
- Responsible for delivering project outputs, dissemination materials, impact evidence and reporting requirements.
- No direct line management responsibility, although may provide guidance to students or research assistants where appropriate.
- Represents the University at project meetings, workshops and conferences.

PERSON SPECIFICATION

QUALIFICATIONS

Essential

- Degree
- Post-Graduate Degree or Professional Qualification
- PhD or the equivalent in professional qualifications and experience

Desirable

- Teaching Qualification

TRAINING AND EXPERIENCE

Essential

- Ability to design and deliver course materials
- Proven record of successful experience in research and teaching
- Subject expertise that is up to-date

Desirable

- Contribution to design of teaching or research

APTITUDES, ABILITIES AND PERSONAL ATTRIBUTES

Essential

- High level analytical capability
- Fluent in relevant research models, techniques and methods and able to devise new ones
- Ability to communicate information clearly
- Fully committed to contributing to a stimulating learning and working environment which is supportive and fair, based on mutual respect and trust, and in which harassment and discrimination are neither tolerated nor acceptable.

Desirable

- Ability to encourage commitment to learn in others
- Ability to assess and organise resources
- Understanding of and ability to contribute towards broader management issues

HOW TO **APPLY**

To apply for this vacancy, please visit our internal only vacancies page where you will be able to register as a candidate and complete your online application.

You will be requested to upload a CV which will be used to populate relevant sections of your application. You will also be requested to complete a concise statement in support (ideally no longer than 1000 words), addressing the criteria in the Person Specification and your motivation for applying.

The deadline for receipt of applications is 11.59pm on 29 October 2026.

Interviews will take place on TBC.

An appointment will be made subject to proof of eligibility to work in the UK and satisfactory references being obtained.

At the University of Westminster, diversity, inclusion and equality of opportunity are at the core of how we engage with students, colleagues, applicants, visitors and all our stakeholders.

We are fully committed to enabling a supportive and safe learning and working environment which is equitable, diverse and inclusive, is based on mutual respect and trust, and in which harassment and discrimination are neither tolerated nor acceptable.

The University has adopted Smart Working principles to support and further our Equality, Diversity and Inclusion aims of being an inclusive, collaborative and flexible employer. Further details of Smart Working can be discussed at interview stage.

OUR **BENEFITS**

The University offers a range of wellbeing and work-life balance benefits to recognise and reward the essential contribution our colleagues make to success and growth. Our benefits are inclusive for colleagues of all backgrounds including LGBTQ+ colleagues, disabled colleagues, pregnant colleagues, parents and carers, as well as colleagues of all genders, age, ethnicities, nationalities, religion and beliefs, and marriage and civil partnership status.

- 35 days annual leave per year, plus bank/national holidays and University of Westminster closure days (pro-rata for part-time staff).
- A generous occupational pension scheme.
- Annual incremental progression and/or cost of living reviews.
- Generous maternity, paternity and adoption leave.
- Flexible working and smart working.
- Learning and development opportunities.
- Free membership rates for a wide range of sporting facilities, including gyms at Regent Street and Harrow campuses, as well as the Chiswick Sports Ground.
- Employee assistance programme.
- The opportunity to participate in other attractive employee benefit schemes such as Cycle to Work, Eye Care Vouchers, Season Ticket Loans, and Give As You Earn.

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