

## Research Associate in Regenerative Design Research

Job Ref: REQ260728

### School/Department summary:

This UKRI-funded project, led by the Institute for Creative Futures, Loughborough University London is unique in that it will be conducted with co-Investigators from the Royal College of Art (ongoing) and the Institute for Global Prosperity at University College London (2024-2025), as well as with support from multiple partners such as Pangaia (sustainable and regenerative fashion), PDIE (purpose-driven leadership and entrepreneurship network) and the Fashion District.

**Project Description:** *Becoming Regenerative: Innovation for Renewal through Entrepreneurship and Interspecies Creativity (B-Regen Project/2024-2027)* seeks to investigate – in unprecedented detail – the emergence of new regenerative innovations and startups globally but with a focus upon the UK, the Netherlands and Japan. As the project moves into its final year, an additional postdoctoral researcher will be recruited to support the ongoing synthesis of qualitative data collated over a two year period and to support the delivery of at least one design research workshop to understand the creative and speculative intentions of regenerative designers, entrepreneurs and their teams, as well as potential co-design workshops for the development of a regenerative ecosystem toolkit. The researcher will also be expected to robustly contribute to the development of dissemination activities and publications which draw upon both core empirical and speculative design insights from the whole project that will impact both the policymaking and entrepreneurial design landscape. The researcher will be supervised by Dr Ida Telalbasic, the Principal Investigator (Senior Lecturer and Program Director for the MSc User Experience and Service Design) at Loughborough University London and Dr Delfina Fantini van Ditmar (Senior Researcher and Co-Investigator) at the Royal College of Art.

### Job Description

**Job Family and Grade:** Specialist and Supporting Academic Grade 6

### Job Purpose

The Postdoctoral Researcher is expected to hold a PhD in a relevant area or discipline (e.g., biodesign, design studies, design-driven entrepreneurship, policy design, ecological or regenerative innovation). They will also possess a promising publication record and a demonstrated ability to write effectively for academic and general audiences. Robust methodological expertise is a core requirement of the role - along with demonstrated field research expertise, applicants will be asked to showcase their ability to creatively combine different methods to shed light on key research questions and creatively illustrate important findings. We would expect familiarity with regenerative design and research approaches as well as readiness to methodologically and theoretically unravel insights generated across the lifecycle of entrepreneurial journey of designers with regenerative intent.

Successful applicants will moreover possess strong communication skills and the ability to co-author publications for competitive academic journals in relevant disciplines (e.g., design research, creativity research, biodesign, regenerative innovation studies) as well as shorter public-facing outputs, along with contributions to new project briefs and funding bids. Applicants also need to demonstrate their ability to work effectively and dynamically as part of diverse teams and networks, in fluid contexts requiring strong self-leadership.

## Job Duties

- To contribute to the analysis and interpretation of multiple data streams generated through the project's research, developing a strong understanding of the core research data, building on a strong knowledge of relevant fields (e.g., regenerative design) and original thought
- To partake in methodological co-development and refinement of the team's field research approaches
- To analyse, generate insights / themes and write up reports and updates in accordance with the project's deliverables requirements - including the development of policy reports and recommendations
- To contribute to high-level scholarly and public-facing publications
- To support design policy workshops, including delivery, synthesis of outputs and integration of findings into the wider project research
- To co-plan and co-deliver project dissemination events online and offline
- To effectively plan and manage operational activities and related sub-projects to achieve long term objectives
- To communicate and collaborate with project partners and research participants, as/when needed
- To support the project in adhering to its project risk assessment, impact framework and evaluation measures, where relevant
- To contribute actively to regular project meetings, timely updates to the project website, fulfilling administrative duties, and University processes as deemed appropriate by the PI and Co-Is
- Contribute ideas for new research and enterprise directions.
- Always maintain confidentiality and ensure that intellectual property (IPR) agreements are not violated.
- Engage in training programmes in the University (or elsewhere) that are consistent with the needs and aspirations of the project and those of the Department
- Any other tasks deemed necessary by the PI

## Organisational Responsibility

Reports to the: The Postdoctoral Researcher will report to the Principal Investigator, Dr Ida Telalbasic (PI) and the Co-Investigator, Dr Delfina Fantini van Ditmar, and, in terms of project duties and performance.

Direct Reports: N/A

Budget Responsibilities: N/A

Structure Chart: The core Becoming Regenerative team will comprise the Principal Investigator, two Co-Investigators, two Post-Doctoral Research Fellows, as well as a Project Manager. The project team will be supported by the University's Research Management & Administration (RMA) service and other Professional Services staff within a collegiate environment offered by Loughborough University London. The academic partners will also serve as essential sources of complementary knowledge and networks.

## Person Specification

Your application will be assessed based on the essential and desirable criteria listed below.

Applicants are strongly encouraged to explicitly demonstrate how they meet each essential (and desirable) criteria at the application stage. The criteria that you need to demonstrate in your application will be listed as Stage 1 in the table below.

Stages of assessment are as follows:

- 1 – Criteria measured at Application
- 2 – Criteria measured at Test/Assessment Centre/Presentation
- 3 - Criteria measured at Interview

### Essential Criteria:

| Area       | Criteria                                                                                  | Stage |
|------------|-------------------------------------------------------------------------------------------|-------|
| Experience | Proven research background with a PhD in a relevant discipline or multi-disciplinary area | 1,3   |

|                      |                                                                                                                                                                                             |     |
|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
|                      | Evidence of strong methodological expertise                                                                                                                                                 | 1   |
|                      | Authorising original work for academic journal papers, conference papers or technical reports                                                                                               | 1,3 |
| Skills and abilities | Ability to work under strict and tight deadlines, both proactively with the project team and independently as needed                                                                        | 1,3 |
|                      | Ability to work proactively and enthusiastically with the project partners and professional communities                                                                                     | 3   |
|                      | Excellent interpersonal, written and oral communication skills                                                                                                                              | 1,3 |
|                      | Self-motivated with ability to meet deadlines                                                                                                                                               | 1,3 |
|                      | Excellent analytical skills                                                                                                                                                                 | 1   |
|                      | Evidence of emerging publication track record in journals and transactions of high quality                                                                                                  | 1,3 |
|                      | Ability to present research work in academic and public contexts                                                                                                                            | 1,3 |
|                      | Strong data visualisation and communication skills                                                                                                                                          | 1,3 |
| Training             | Willingness to undertake appropriate further training and to adopt new procedures as and when required                                                                                      | 1   |
| Qualifications       | An outstanding educational profile and a mix of relevant skills                                                                                                                             | 1   |
|                      | PhD in a subject area of relevance to the project topic                                                                                                                                     | 1   |
| Other                | Demonstrate an ability to behave in a way that adheres to equitable and inclusive working practices, while respecting diversity of thought and supporting freedom of speech and expression. | 1,3 |
|                      | Ability to work when needed from the team office at LUL in the Olympic Park and at various changing locations in London and beyond, as required by project priorities                       | 3   |

## Conditions of Service

The appointment will be subject to the [University's Terms and Conditions of Employment](#) relevant to the job grade.

## Shared University Responsibilities

As a member of the Loughborough community, you are expected to:

- Take reasonable care of yourself, others and the environment, and to prevent harm by your acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Sustainability Policies & Procedures.
- Support and contribute to the University's commitment to Equity, Diversity, and Inclusion (EDI), while carrying out all duties in a way that respects these principles and upholds the right to free expression. Further information about EDI at Loughborough and our strategic aims is available on our website

## Our Purpose, Vision, and Values

Our purpose, Vision and Values underpin all that we do and shape how we work together at Loughborough.

We're proud to promote our values: **Adventurous**, **Collaborative**, **Creative**, **Authentic** and **Responsible**. Our people bring these values to life every day, and they are central to the positive and supportive culture that makes Loughborough unique.

If you join us, you'll be encouraged to bring these values to life in your own work and contribute to the positive, supportive culture that makes Loughborough unique.

Read more about our [vision and values](#).

## Our Accreditations



We strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a [Bronze Athena SWAN award](#) which recognises the importance of support for women at all stages of their academic career.



We are proud to be a [Race Equality Charter Member](#). The Charter aims to improve the representation, progression and success of all minority ethnic staff and students within higher education and address issues of racism within higher education institutions (HEIs).



We are proud to be a Disability Confident Employer and have adopted a proactive approach to employing disabled people and to creating a more diverse workforce. We ensure that our recruitment processes are inclusive and accessible. We guarantee to offer an interview to all applicants who have declared themselves with a disability, provided they meet the essential criteria for a role. We proactively anticipate and provide reasonable adjustments and support existing employees who acquire a disability or long-term condition to thrive in the workplace.



We are a real living wage employer, and our Living Wage Employer Mark shows our commitment to paying our staff according to the cost of living.



We are proud supporters of the [City of Sanctuary movement](#) and delighted to be recognised as a University of Sanctuary. This national network brings together, university staff, lecturers, academics and students, who together work to make Higher Education institutions place of safety, solidarity and empowerment for people seeking sanctuary.

**As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.**