

Post title:	Corporate Anthropologist (KTP Associate)
Reference Number:	SS0350
Salary Scale:	UCEA Grade 6: £25,751 - £28,983 per annum
School and Company Partner:	School of Anthropology and Conservation, School of Psychology & Pfizer UK Ltd
Contract:	For a fixed term of 2 years and Full-time
Location:	Pfizer UK Ltd , Sandwich, Kent & University of Kent at Canterbury
Responsible to:	University Academic Supervisors: Daniela Peluso & Joachim Stoeber Company Partner Supervisor: David Reynolds

Knowledge Transfer Partnerships

Knowledge Transfer Partnerships (KTPs) are one of Europe's leading graduate recruitment programmes and this KTP will involve working with University of Kent experts in the project area. You will benefit from a generous training and personal development programme as part of the KTP scheme, including the opportunity to achieve a Diploma in Management, Level 5. You will be encouraged to attain membership of a professional organisation.

Knowledge Transfer Partnerships provide you with an opportunity to:

- accelerate your career
- access a personal development budget that will give you the opportunity to develop your personal, business and academic skills
- benefit from support of academic experts and KTP advisors
- lead and manage a project with defined goals
- potentially gain a permanent post with the company partner at the end of the project
- gain business management qualifications
- gain valuable R & D experience in a commercial environment

More information about KTPs and the many benefits of being a KTP Associate can be found on the KTP website at <http://www.ktponline.org.uk>

The Role

The KTP Associate will be based at the Research & Development laboratories of

Pfizer UK Ltd, Sandwich, Kent and will have specific responsibility for working on a Knowledge Transfer Partnership (KTP) project between the University of Kent (School of Anthropology and Conservation and School of Psychology) and Pfizer. The project will utilise a social science approach toward understanding workplace culture.

The KTP Associate will report to Dr. Daniela Peluso at the School of Anthropology and Conservation, Dr. Joachim Stoeber at the School of Psychology and the Winning Attitude Team at Pfizer, Ltd., Sandwich. The Associate will be responsible for researching Pfizer's workplace environment(s) while simultaneously developing their internal anthropological capacity toward understanding their own workplace culture(s) and designing appropriate interventions.

Working with the Senior Leadership Team at Pfizer, the KTP Associate will have the unique opportunity to have ethnographic access to the largest global pharmaceutical company at the largest research and development site in Europe. Despite significant contributions by anthropologists and social scientists toward understanding and addressing the complexities of organizational life, there is still only a scant academic anthropological literature that has resulted from these endeavours, even less with regard to the pharmaceutical industry. By examining such an environment through a KTP, the Associate will be in a unique position to broaden an institutional business model to support anthropological models that view 'culture' as ongoing, fluid and non-static. It is therefore, particularly exciting to have the opportunity to engage in a KTP project that will enable such an endeavour at Pfizer.

The KTP Associate will be supervised in the use of ethnographic methods and tools from anthropology and social psychology to address four main questions:

- 1) What are current workplace beliefs, discourse(s), values and practices in a pharmaceutical industrial setting?
- 2) What are the relationships between current workplace culture(s) and issues of leadership, loyalty, commitment, motivation, efficiency and the 'employee experience'?
- 3) What are the gaps between the current and desired workplace culture(s) at Pfizer?
- 4) What key changes can be initiated toward achieving a positive workplace environment?

These questions will be examined through academically focused and on-site activity and research, and through working in collaboration with key divisions at the Pfizer Sandwich Research Laboratories.

Key Accountabilities / Primary Responsibilities

- The KTP Associate will develop an understanding of the different areas of Pfizer business (e.g. research, drug safety, clinical development) and their interactions including the impact on workplace culture
- The Associate will analyse the social relations surrounding commercial products as they move through various phases of the pipeline

- The Associate will interact with the highest levels of leadership at the Pfizer Sandwich site and gain insights into company-wide management and leadership
- The KTP Associate will be encouraged to be methodologically innovative, and will be expected to work collaboratively across disciplines with both the Academic and Pfizer leadership teams.

Key Duties

- The Associate will design, initiate and gauge interventions and deliverables aimed toward positive culture change
- The Associate will design feedback processes to foster senior leaders awareness of existing company culture and its impact as an intangible corporate asset.
- The Associate will disseminate findings from this project both internally through reports/presentations/multi-media via Pfizer internal networks and also externally via collaborative publications in peer reviewed journals.
- The Associate should have the ability to take responsibility for all aspects of the KTP project, to work as part of a team, meet deadlines and to work on a range of different project aims concurrently
- The Associate will carry out a qualitative/quantitative assessments of Pfizer employees' workplace perceptions/experiences
- The Associate will be willing to train individuals at Pfizer in appropriate qualitative and quantitative methods

Internal & External Relationships

Internal: The Pfizer Winning Attitude Team and Senior Leadership Team in addition to staff across the Pfizer Sandwich site

External: The Associate may potentially come into contact with the broader communities with which Pfizer Ltd., Sandwich interacts. In addition, it is likely that the Associate will interact with Professional Bodies in relevant academic disciplines.

Person Specification

The person specification details the necessary skills, qualifications, experience or other attributes needed to carry out the job. Applications are assessed against each of the criteria either at application or interview stage. Applications will be deemed unsuccessful if an essential criterion is not met. This may also help you self-select if you are suitable for the role

▪ Qualifications / Training

	Essential	Desirable
Minimum of a Merit in an MA in Social Anthropology or its equivalent. Ideally, the candidate should have	✓	

a recently attained PhD in Social Anthropology.		
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▪ **Experience / Knowledge**

	Essential	Desirable
Anthropological fieldwork experience with excellent filed note writing and coding skills.	✓	
Skilled qualitative researcher, with highly developed interviewing and facilitation skills and experience in analysing qualitative data.	✓	
Exposure to quantitative methods.	✓	
Experience of writing and presenting research findings to scholarly and professional audiences.	✓	
Proven ability to take initiatives, plan and prioritise workload and to work independently as required.	✓	
Experience in social science interventions within a corporate setting		✓
Experience of working in the pharmaceutical industry, large R&D organisations or other corporate settings		✓
Knowledge of the social science literature that addresses businesses and industry		✓

▪ **Skills/Abilities**

	Essential	Desirable
Excellent oral and written communication skills with demonstrable experience of producing high quality written reports and academic outputs.	✓	
Qualitative data analysis skills and ability to interpret data	✓	
Willingness to be trained in quantitative research methods such as entering survey data and basic quantitative statistical analyses in SPSS	✓	
IT skills to interrogate corporate websites, databases etc to gather appropriate data	✓	
Able to give clear, concise presentations to managers/stakeholders to both inform and also build buy-in for proposals for further work	✓	
Ability to communicate effectively with colleagues in a wide variety of job roles	✓	

Excellent organisational skills.	✓	
Strong team player with good people skills.	✓	
Ability to learn to employ quantitative methods	✓	

▪ **Additional Attributes**

	Essential	Desirable
Self-driven and able to work without close supervision	✓	
Strong inter-personal skills, ability to build trust among colleagues and co-workers	✓	

Pfizer

Pfizer Inc: Working together for a healthier world

Founded in 1849, Pfizer is the world's premier biopharmaceutical company taking new approaches to better health. We discover, develop, manufacture and deliver quality, safe and effective prescription medicines to treat and help prevent disease for both people and animals. We also partner with healthcare providers, governments and local communities around the world to expand access to our medicines and to provide better quality health care and health system support. At Pfizer, colleagues in more than 90 countries work every day to help people stay happier and healthier longer and to reduce the human and economic burden of disease worldwide.”

Website: www.pfizer.co.uk/default.asp

The School of Anthropology and School of Psychology

Anthropology

Covering the spectrum of anthropology from the social and cultural to the biological, and taking in visual anthropology, computational methods, ethnobiology, environmental anthropology, primatology, and conservation and ecology along the way, the School of Anthropology and Conservation at Kent is a most exciting place in which to learn and conduct research. This stimulating intellectual climate is matched by excellent facilities for both teaching and research. The school is strongly research-active and was excellently rated in both the 2001 and 2008 Research Assessment Exercise. We maintain two weekly research seminars, in anthropology and conservation, and host or co-host three annual public lectures.

There are four specialist research units within the school, in computing, conservation, ethnobiology and osteology, each of which serves to attract funding and focus research projects within its own area.

<http://www.kent.ac.uk/sac/department/index.html>

Psychology

The School of Psychology is based in Keynes College. The teaching activities of the School of Psychology are very diverse - our teaching programmes include a range of undergraduate degrees in Psychology and in Social Psychology, and within each stream there are Applied, Clinical and European variants, including four year programmes in Applied Psychology, Applied with Clinical Psychology and Psychology with Studies in Europe. There are also combined programmes with Computing, Law, Anthropology, and Sociology. The School has established Masters programmes in Cognitive Psychology/Neuropsychology, Forensic Psychology, Group Processes & Intergroup Relations, Research Methods and Social & Applied Psychology.

Website: <http://www.kent.ac.uk/psychology/index.html>

University of Kent

The University of Kent, the UK's European University, is one of the country's most dynamic universities. The first institution within the county to be granted a university charter, it now has 18,000 students studying at Canterbury, Medway, Tonbridge and Brussels and is a major educational, economic and cultural force throughout Kent.

In the UK government's 2008 Research Assessment Exercise (RAE), much of the University's research was ranked as world leading in terms of originality, significance and rigour. The University was placed 24th out of 118 participating institutions in terms of the best, or 4* (star), research.

The University is among the top 30 universities in the UK according to The Guardian's 2008 Higher Education League Tables. The tables put Kent in 28th place, out of 117 listed higher education institutions. The Independent ranked the University at 35.

The University of Kent was also voted the number one university in London and the south-east for student satisfaction and tenth in the UK overall in the most recent National Student Satisfaction survey.

In 2008, the University was awarded the prestigious Queen's Anniversary Prize for Higher and Further Education for the work of its Kent Law Clinic. According to The Sunday Times in its 2007 University Guide, the University of Kent 'can claim to be Britain's only international university'.

Website: www.kent.ac.uk

Application Process

To apply for this post you will be asked to complete a short form and upload your CV, a one page summary (covering letter) and any other supporting documents. The link to the application procedure can be found by returning to the position details page and clicking on 'click here to apply for this job'.

Applications must be received by the closing date and, unfortunately, late applications cannot be accepted.

This post is not open to anyone who has previously held a KTP Associate post.

Your application should provide clear evidence and examples demonstrating where you meet the criteria of the post.

If you are invited to attend an interview we will contact you by email confirming the arrangements.

Please note: Relevant background and reference checks will be undertaken and must be returned as cleared before work will be able to commence at the Pfizer site.

Closing date:	03 Nov 2010
Interviews are expected to be held on:	w/c 29 Nov 2010 Please note interviews will be held at the Pfizer site in Sandwich, Kent

Two Tick Symbol: The University of Kent is proud to operate within the 'Positive about Disability' Employment Pledge (Two Tick Symbol) and guarantee an interview to candidates who declare a disability and meet the essential criteria listed in the person specification.

Border and Immigration legislation: The University of Kent is unable, under current immigration/work permit law, to employ candidates who are not eligible to live and work in the UK.

For academic and research vacancies, or posts that require very specialist skills we can apply for a work permit (although there is no guarantee that this will be granted) if there are no suitable 'resident' candidates available to appoint. In the case of all other posts it is highly unlikely that a work permit would be granted, therefore if you are not currently eligible to work in the UK it is unlikely that we would be able to consider you for those posts.

Please refer to the Home Office website if you require further information on their work permit procedure/requirements at <http://www.bia.homeoffice.gov.uk/>

Equality and Diversity

The University of Kent is committed to the provision and support of an inclusive and balanced environment that respects and celebrates diversity. The University has comprehensive Equality and Diversity policy that states our commitments to the various equality strands. Furthermore, we have Single Equality Scheme that outlines our intentions and actions with regards to the race, gender and disability equality duties. Both of these documents alongside other useful guidance can be found on www.kent.ac.uk/equalityanddiversity

Benefits and Terms and Conditions

Salary: Grade 6: £25,001 - £25,751 - £26,523 - £27,319 - £28,139 - £28,983 per annum according to experience and qualifications.

Employees normally receive an increment annually until the top of the scale is reached. In addition there is normally a nationally agreed annual cost of living salary increase.

Annual Leave: The annual leave entitlement is 25 days, plus 8 public holidays and 5 additional days for full-time staff, 5 of the additional days are taken between Christmas and New Year when the University closes. Part-time receive a pro-rata entitlement.

Pension: Membership of SAUL (Superannuation Arrangements of the University of London) is optional. The employee's contribution rate is 6%; the University contributes at an appreciably higher rate

Flexible Working: The University is willing to consider changes in hours (either short or long term) for all groups of staff, when these are consistent with operational needs.

Location: Pfizer UK Ltd, Sandwich, Kent.

Hours of Work: 37 hours per week, Monday to Friday 9.00am to 5.25pm, Friday 9.00am to 4.05pm (45 minutes are allowed each day for lunch).

Probation: This post has a 6 month probation period

For full Terms and Conditions please see: <http://www.kent.ac.uk/hr-staffinformation/conditions-of-service/index.html>