

RESEARCH FELLOW



Job Title:	Clinical Research Fellow
Department:	Clinical Research
Faculty:	Infectious and Tropical Diseases
Location:	Africa Health Research Institute, South Africa
FTE:	1.0
Grade:	Clinical Research Fellow
Accountable to:	Head of Department through Principal Investigator (PI) Alison Grant
Job Summary:	<p>The post holder will be part of a team investigating the effect of ART and symptoms on the infectiousness of people with active tuberculosis at the Africa Health Research Institute (AHRI) KwaZulu-Natal, South Africa.</p> <p>The work will involve submitting applications for regulatory approval; developing case report forms and standard operating procedures; training study team members in study procedures; providing clinical oversight of participants; data analysis and writing reports and journal articles. The postholder will be based at AHRI's Somkhele campus, and may need to travel to other sites in South Africa. The post is funded by the National Institute of Allergy and Infectious Diseases, United States of America.</p>

GENERAL INFORMATION

The London School of Hygiene & Tropical Medicine

The London School of Hygiene & Tropical Medicine is a world-leading centre for research and postgraduate education in public and global health. Our mission is to improve health and health equity in the UK and worldwide; working in partnership to achieve excellence in public and global health research, education and translation of knowledge into policy and practice.

Founded in 1899, the School has expanded in recent years at its two main sites on Keppel Street and Tavistock Place. Our staff, students and alumni work in more than 150 countries in government, academia, international agencies and health services. Research income has grown to more than £140 million per year from national and international funding sources including UK government and research councils, the European Union, the Wellcome Trust, Gates Foundation and other philanthropic sources. The School's multidisciplinary expertise includes clinicians, epidemiologists, statisticians, social scientists, molecular biologists and immunologists, and we work with partners worldwide to support the development of teaching and research capacity.

Our education provision has expanded to more than 1,000 London-based Master's and Research students, 3,000 studying postgraduate courses by distance learning, and 1,000 each year on short courses and continuous professional development. Our free online courses (Moocs) are studied by more than 55,000 participants globally.

The School performs strongly in various global university league tables. In the 2018 Shanghai World Ranking we placed 151-200 overall, and ranked 3rd in public health, 40th in clinical medicine, and 76th in human biology. In the US News Best Global Universities Ranking 2019, we ranked ninth in the UK overall and 13th in the world in the fields of social sciences and public health. We ranked 21st for medicine in the 2018 QS World University Rankings.

In 2017, the inaugural Center for World University Rankings by Subject placed LSHTM first in the world for tropical medicine research, second for parasitology and seventh for infectious diseases, public, environment and occupational health, and social sciences and biomedical. LSHTM ranked first in Europe for research impact in sciences, based on its proportion of publications that belong to the top 1% most frequently cited publications, in the 2018 CWT Leiden Ranking.

LSHTM was named University of the Year 2016 by Times Higher Education and awarded a

Queen's Anniversary Prize for Higher and Further Education in 2017 in recognition of our response to the 2014 Ebola epidemic in West Africa. (LSHTM does not appear in the Times Higher Education World University Rankings as universities are excluded if they do not teach undergraduates).

We seek to foster and sustain a creative and supportive working environment based upon an ethos of respect and rigorous scientific enquiry. We embrace and value the diversity of our staff and student population and seek to promote equality as an essential element in contribution to improving health worldwide.

FACULTY INFORMATION

Faculty of Infectious and Tropical Diseases

The Faculty of Infectious and Tropical Diseases encompasses all of the laboratory-based research in the School as well as that on the clinical and epidemiological aspects of infectious and tropical diseases. It is headed by Alison Grant, who is **Professor of International Health**. The range of disciplines represented in the faculty is very broad and inter-disciplinary research is a feature of much of our activity. The spectrum of diseases studied is wide and there are major research groups with a focus on malaria, tuberculosis, HIV/AIDS and other sexually transmitted diseases, vaccine development and evaluation, and vector biology and disease control. The Faculty is organised into three large research departments comprising: Clinical Research, Disease Control, and Infection Biology. There is close interaction between scientists in different research teams. The Faculty has strong overseas links, which provide a basis for field studies and international collaborations in developed and developing countries. The teaching programme includes MSc courses, taught in-house and by distance learning, which are modular in structure, a variety of short-courses and an active doctoral programme (PhD and DrPH). For further information on the Faculty see: <http://www.lshtm.ac.uk/itd/index.html>.

Department of Clinical Research (Head: Professor David Mabey)

The Department of Clinical Research addresses infectious diseases of major public health importance in developing countries. Activities include trials of new therapies, vaccines and educational interventions; the development of new diagnostic tests; studies to elucidate the immunological and molecular correlates of pathogenesis and protective immunity, and to identify genetic polymorphisms conferring protection or susceptibility to infectious diseases; health services research which aims to identify the most efficient and cost-effective way to deliver health care; and health policy analysis. In addition to our many overseas collaborations, we have close links with the Hospital for Tropical Diseases, in purpose-built accommodation on the main UCL Hospital campus, five minutes walk from the School. The Wellcome Trust Bloomsbury Centre for Global Health Research is based in the Department, and supports Clinical Fellows at all levels, most of whom are based overseas.

The Department's main research interests include HIV and related infections; in particular, the interaction between HIV infection and tuberculosis, and other sexually transmitted diseases; malaria; trachoma; leprosy; diagnostic tests for resource limited settings; eye health; disability; and travel medicine.

AFRICA HEALTH RESEARCH INSTITUTE

The Africa Health Research Institute (AHRI) is located at the heart of South Africa's co-epidemic of tuberculosis and HIV. AHRI was launched in 2016, formed by a merger between the Africa Centre for population health, funded by Wellcome, and the KwaZulu-Natal Research Institute for TB and HIV (K-RITH), funded by the Howard Hughes Medical Institute. AHRI is one of five major research programmes in Africa and Asia funded by Wellcome. Investment in these research programmes is driven by the major health problems in their regions, and aims to train and support the next generation of researchers and research leaders in their locations.

AHRI's interdisciplinary 'population to laboratory – and back to population' approach to addressing

the tuberculosis and HIV co-epidemic exists at a critical moment. Despite advances in antiretroviral therapy (ART) and the promise of the 'end of AIDS', HIV and HIV-related tuberculosis remain leading causes of death in South Africa. The province of KwaZulu-Natal has the highest HIV prevalence and among the highest number of new TB episodes in South Africa, as well as a high prevalence of drug-resistant tuberculosis.

The key mission of AHRI is to be the source of fundamental discoveries into the susceptibility to and transmission of HIV and tuberculosis and related diseases, whilst at the same time striving to improve their diagnosis, prevention and treatment. AHRI is committed to working towards reducing the adverse health and social impact of HIV and tuberculosis; while gaining a deep understanding of the longer-term health complications that result from prolonged exposure to ART. Through this vision for undertaking next generation population science, AHRI aims to build an enabling and policy relevant research environment in KwaZulu-Natal.

AHRI has two main sites. The main laboratories are based in Durban; 150 miles north of Durban, the Somkhele site is based in a rural demographic surveillance area with a long history of population-based research, particularly into the population-level effects of a severe HIV epidemic and the impact of ART. Building on this population base, AHRI is strengthening its capacity for clinical research and to implement interventions.

The portfolio of duties outlined below will vary in accordance with the detailed expectations of the role (attached), which may be varied from time to time, and agreed at your annual Performance and Development Review (PDR).

JOB DESCRIPTION

Main Activities and Responsibilities

KNOWLEDGE GENERATION

1. To undertake high quality research & scholarship, including contributing to drafting major grant proposals and/or leading on drafting small grant proposals;
2. To contribute to peer-reviewed publications, including as lead author;
3. To make a contribution to research degree student supervision, as appropriate to qualifications and experience;
4. To manage small grants or elements of larger grants, ensuring compliance with good practice in relation to the conduct of research, the ethics policy and other relevant School policies.
5. To contribute to a study investigating how individual characteristics such as reported symptoms, HIV status and antiretroviral treatment affect individual infectiousness of people with tuberculosis.
6. To build and maintain communication between health care staff, public health staff and researchers;
7. To analyse data, write reports and presentations;
8. To contribute to other relevant studies at AHRI.

CLINICAL DUTIES

1. To develop standard operating procedures for clinical management of study participants;
2. To advise on the clinical management of study participants;
3. To keep up to date with clinical practice as relevant to clinical duties.

EDUCATION

1. To contribute to the delivery of high quality, research-informed teaching and assessment in relation to your specific subject and within the broader area covered by your department and disciplinary field;
2. To contribute to the improvement of the quality of the School's education, by participating in the development of new and updated learning and teaching materials or approaches.

INTERNAL CONTRIBUTION

1. To undertake activities that support the Department, Faculty or the School;
2. To participate in the School's PDR process.

EXTERNAL CONTRIBUTION

1. To demonstrate good external citizenship by contributing to learned society/conference events, journal and grant reviews etc;
2. To contribute to meetings with a range of local and national stakeholders to discuss progress, findings and other aspects of relevant research studies;
3. To contribute to capacity building at AHRI and at AHRI's collaborating institutions.

PROFESSIONAL DEVELOPMENT & TRAINING

1. To keep up to date with the latest research/thinking in your academic field and with changes to pedagogic practice within the School and more generally;
2. Where the length and nature of the position permits, to apply for and, if accepted, undertake a doctoral degree (if not already acquired);
3. To undertake and successfully complete the mandatory training required by the School appropriate to the role.
4. To undertake and successfully complete any mandatory training required by AHRI appropriate to the role

GENERAL

All academic staff are free within the law to question and test received wisdom, and put forward new ideas and controversial or unpopular opinions, to enable the School to engage in research and promote learning to the highest possible standards.

All staff at LSHTM are also expected to:

1. Act at all times in the School's best interests;
2. Treat School staff, students and visitors with courtesy and respect at all times;
3. Comply fully with School policies, procedures and administrative processes relevant to the role, including when acting as Principal Investigator, accepting academic, managerial, financing and ethical responsibility for a project
4. Uphold and support the School's values (as set out in the School Strategy document);
5. Act as ambassadors for the School when hosting visitors or attending external events.
6. The post holder must adhere to AHRI policies and procedures.

The above list of duties is not exclusive or exhaustive and the role holder will be required to undertake such tasks as may reasonably be expected within the scope and grading of the role.

Role descriptions should be regularly reviewed to ensure they are an accurate representation of the role.

[JAN 2019]

PERSON SPECIFICATION

This form lists the essential and desirable requirements needed by the post holder to be able to perform the job effectively.

Applicants will be shortlisted solely on the extent to which they meet these requirements.

ESSENTIAL CRITERIA:

1. A postgraduate degree, ideally a doctoral degree, in a relevant field.
2. Fully qualified as a medical doctor with full medical registration and current licence to practise medicine, eligible for registration with the Health Professions Council of South Africa, with at least two years' experience in a relevant clinical field, preferable including experience in management of tuberculosis and/or HIV disease.
3. Contributions to written output, preferably peer-reviewed, as expected by the subject area/discipline in terms of types and volume of outputs.
4. Proven ability to work independently, as well as collaboratively as part of a research team, and proven ability to meet research deadlines.
5. Evidence of excellent interpersonal skills, including the ability to communicate effectively both orally and in writing
6. Evidence of good organizational skills, including effective time management.
7. Effective team working skills.
8. Valid driving license

DESIRABLE CRITERIA

1. Some experience of contributing to research grant applications.
2. Some experience of teaching and assessment.
3. Some experience of supervising and supporting junior researchers and/or research degree students, and non-academic staff.
4. Experience of clinical and/or population-based research on HIV and/or TB in a high prevalence setting
5. Experience of medical practice in low / middle income country settings
6. Current registration as a doctor with the Health Professionals Council of South Africa

SALARY AND CONDITIONS OF APPOINTMENT

This post is funded by the National Institute of Allergy and Infectious Diseases, USA, until 31 July 2024. The salary will be on the Clinical Research Fellow scale in the range £33,221 - £48,082 per annum (plus £2,162 displacement allowance per annum), point 1-9 on the clinical academic pay scales below consultant level. The post will be subject to the LSHTM terms and conditions of service. Annual leave entitlement is 30 working days per year, pro rata for part time staff. In addition to this there are discretionary "Director's Days". Membership of the Pension Scheme is available. An appointee relocating overseas may be eligible for additional allowances.

Applications should be made online via our website at <http://jobs.lshtm.ac.uk>. Applications should also include the names and email contacts of 2 referees who can be contacted immediately if shortlisted. Online applications will be accepted by the automated system until 10pm of the closing date. Any queries regarding the application process may be addressed to jobs@lshtm.ac.uk. Please quote reference ITD-CRD-2019-36

The supporting statement section should set out how your qualifications, experience and training meet each of the selection criteria. Please provide one or more paragraphs addressing each criterion. The supporting statement is an essential part of the selection process and thus a failure to provide this information will mean that the application will not be considered. An answer to any of the criteria such as "Please see attached CV" will not be considered acceptable. Please note that if you are shortlisted and are unable to attend on the interview date it may not be possible to offer you an alternative date.

Date compiled: Jan 2019

Academic Expectations: Research Fellow

Examples of expected types of activities are listed; the selection of activities will vary from year to year and not all activities in each category would necessarily be done in any one year. The statement in each shaded heading summarises the general expectations for contributions in each category. Given the nature of employment as a Research Fellow, it is expected that most activity will focus on knowledge generation, but some activity in other areas is required and will support career progression.

<i>Knowledge generation: Independent contributions and a clear trajectory towards excellence as an academic researcher</i>
<i>Research and scholarship</i> <ul style="list-style-type: none">• Undertaking research• Working with PIs to draft grant proposals and/or leading writing of small grants, work packages or sections of larger proposals or personal fellowship applications• Contributing to peer-reviewed outputs, including as first author, as expected by the subject area/discipline in terms of types of output• Poster/oral presentations at relevant conferences, translation of research findings into educational materials• Social media contributions such as twitter, blogs, web-based media or webinars <i>Doctoral degree supervision</i> <ul style="list-style-type: none">• For RFs with Doctorate, some contribution to doctoral degree supervision is encouraged (e.g. specialist skills training; ad hoc advice; advisory committees). RFs without a Doctorate may also advise in areas of specialist knowledge¹ <i>Research management, leadership and support</i> <ul style="list-style-type: none">• Effective management of own time and activities• Management of small research grants or elements of larger grants, including management of data collection and relationships with research collaborators, support to grants management <i>Professional development</i> <ul style="list-style-type: none">• Courses and other professional development activities, referenced to RDF• Where the length, nature and funding source of the position permit, to apply for and, if accepted, undertake a doctoral degree (if not already acquired)
<i>Education: Basic competence in teaching and assessment</i>
<i>Teaching and assessment</i> <ul style="list-style-type: none">• Research-informed teaching and assessment contributions (e.g. contributions to modules, MSc project supervision) <i>Educational development and innovation</i> <ul style="list-style-type: none">• Contributing to the development of new educational materials, learning opportunities or assessments approaches <i>Education leadership and management</i> <ul style="list-style-type: none">• None expected <i>Professional development</i> <ul style="list-style-type: none">• Participation in professional development activities referenced to UKPSF (e.g. HEA, PGCILT, preparation for doctoral degree supervision, shadowing more experienced colleagues)
<i>Internal contribution: Contributions to School functioning and development</i>
<i>Internal citizenship</i> <ul style="list-style-type: none">• Contributing to at least one Department, Faculty, School, or Centre event or special interest group in any one year;• Supporting external School collaborations/partnerships (beyond own research or education role) where relevant <i>School leadership and management roles</i> <ul style="list-style-type: none">• None expected but credit can be given if undertaken

¹ Such RFs are expected to be registered for a doctorate

External contribution: Contribution beyond the School
<i>External citizenship</i> <ul style="list-style-type: none">• Contributing to learned society/conference events, journal and grant reviews etc <i>Knowledge translation and enterprise: not expected but options include:</i>• Collecting evidence of research impact for impact case studies (e.g. policy records, correspondence with policy makers, media highlights)• Engaging with policy/practice/industry/NGO communities and the general public• Supporting MOOCs/OERs or other (e.g. educational) outreach