

RESEARCH FELLOW



Job Title:	Research Fellow MeSH 2
Department:	PHES
Faculty:	Public Health and Policy
Location:	15 – 17 Tavistock Place
FTE:	1fte
Grade:	G6
Accountable to:	Brian Rice
Job Summary:	The post holder will provide epidemiological support, including research design and implementation, provide advice and support on the selection and application of appropriate statistical methods, and undertake analyses of routine HIV data

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 £180 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.

Our diverse research talents, skills and experience, underpin our position as a leader in public and global health. These range from the molecular to the global, the theoretical to the applied, the analytical to the political. Our staff are conducting research in more than 100 countries.

We have 3,000 staff based all around the world with core hubs in London and at the MRC Units in The Gambia and Uganda, which joined LSHTM in February 2018. Our outstanding, diverse and committed staff make an impact where it is most needed - deploying research in real time in response to crises, developing innovative programmes for major health threats, or training the next generations of public and global health leaders and researchers.

Working in partnership is central to achieving our mission. Our strategic collaborations in the UK and across high-, middle- and low-income countries deliver health and socioeconomic benefits across the world, especially in the most disadvantaged communities.

LSHTM is also a member of the M8 Alliance of Academic Health Centers, Universities and National Academies, the Association of Schools of Public Health in the European Region, and the Consortium of Universities for Global Health.

We deliver research-led educational programmes to future health leaders, managers and researchers across the world. We have more than 1,000 face-to-face Master's and Doctoral students, 3,000 studying by distance learning, and 1,000 each year on short courses and continuous professional development. Our free online courses are studied by more than 55,000 participants globally.

LSHTM 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 in the 2019 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.

LSHTM is one of around 20 specialist institutions that receive institution specific funding from the Office for Students (OfS). This funding recognises the additional costs that LSHTM incurs because of its unique range of teaching, specialist facilities, and the scale of its contributions to national and international agencies.

FACULTY INFORMATION

The School is divided into three academic faculties, of which the Faculty of Public Health & Policy is responsible for research and teaching in the policy, planning and evaluation of health programmes and services. Its interests are both national and international, encompassing industrialized and low and middle-income countries. The Faculty has three research departments:

- Health Services Research and Policy
- Global Health and Development
- Public Health, Environments and Society (PHES)

In the Faculty there are about 250 academic staff drawn from a variety of disciplines including medicine, statistics, epidemiology, sociology, economics, anthropology, operational research, psychology, nursing and history. Each department is responsible for its own research. The School has adopted a rotating system of management for its academic departments and faculties. The management of a department is under the control of the Department Head, appointed by the Director for a period of three years in the first instance. The Faculty Head is appointed in a similar manner but for an initial period of up to five years.

The Faculty of Public Health and Policy is responsible for organizing a one-year Master's course in Public Health, which allows students to take either a general MSc in Public Health, or to follow one of several more specialised streams: Health Services Management, Health Promotion, Environmental Health or Health Services Research. The Faculty also jointly teaches the MSc Public Health in Developing Countries and MSc Control of Infectious Disease (with the Faculties of Infectious and Tropical Diseases and Epidemiology and Population Health), and MSc Health Policy, Planning and Financing (jointly with the London School of Economics). Master's courses are organized in a modular format across the whole School. One of the growing areas of Faculty teaching is distance-based learning, with MScs in Public Health and Global Health Policy. In 2017/18, over 230 students were registered for our face-to-face Masters programmes and nearly 1600 students were registered for distance learning MScs.

The Faculty has also reorganised and expanded its research degree (MPhil/PhD; DrPH) training. Currently there are about 108 students and 23 staff members registered for a research degree

Department of Public Health, Environment and Society

The Department (headed by Professor Mark Petticrew) is one of three in the Faculty of Public Health and Policy and based in Tavistock Place. PHES carries out internationally renowned research into the social and environmental determinants of health and the evaluation and analysis of public health policy. It has a strong multi-disciplinary focus, with researchers working in the fields of sociology, anthropology, geography, history, epidemiology, and evaluation. Its principal areas of research include: drug use and health behaviour; sexual and reproductive health; young people's health; the social determinants of health; social interventions in health; the built environment and health; the environment, climate change and health; and history and health.

Background of the post

The Measurement & Surveillance of HIV Epidemics Consortium (MeSH) was established to develop, test and implement innovative and efficient methods for routine HIV measurement and surveillance. Our goal is to maximise the potential of data routinely collected through HIV surveillance and service delivery platforms in order to gain a better understanding of the HIV epidemic at local, national and international levels in order to improve HIV treatment and prevention outcomes

MeSH is a 3-year project funded by the Bill & Melinda Gates Foundation. The Consortium is led by Professor James Hargreaves at LSHTM with key partners CeSHHAR Zimbabwe, University of Cape Town South Africa & the University of North Carolina Malawi Project.

Work closely with the Deputy Director, HIV Epidemiologist, and country teams in taking forward the strategic priorities of the Consortium and translating these into a research agenda.

Provide epidemiological / statistical support to the secretariat and priority countries in carrying out research.

Support the design and implementation of research in priority countries; in particular, provide advice and support on the selection and application of appropriate statistical methods.

Undertake and support analysis of routine HIV data, focusing on HIV incidence, and prevention and care pathways: planning analytical protocols; extraction and preparation of data (including, data cleaning and linkage); undertaking and writing-up analyses.

Lead and contribute to Consortium reports, tools, peer reviewed publications and other outputs, and present research findings to relevant audiences.

Identify and develop collaborative working relationships with external researchers working in related fields, and work closely with the Community of Practice.

The Research Fellow will be based in London, travelling as required and will contribute to the research and teaching portfolio of the London School and Hygiene and Tropical Medicine. They will work on a range of HIV-related surveillance, measurement and evaluation projects.

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. Work closely with the deputy director and project manager in the scientific running of the consortium;
6. Participate in discussions and meetings held by the MeSH research team both internally and with other consortium members to identify and prioritise research activities;
7. Undertake analyses of HIV-related data in a range of areas including: HIV incidence and prevalence, and HIV-related measurement among key populations;
8. Contribute to designing tools and maximising opportunities to nest data collection for methodological and substantive research within ongoing platforms;
9. Conduct and write-up rapid and in-depth literature reviews and evidence syntheses in relevant areas;
10. Lead and contribute to writing reports on the results of analyses conducted by the consortium;
11. Provide support to the research assistant on all knowledge translation and dissemination activities;
12. Actively engage with all consortium members and the wider community of practice to identify and lead new research opportunities;
13. Travel to MeSH node sites in South Africa, Zimbabwe and Malawi to develop and support research;
14. Working closely with the project manager, deputy director and research assistant to support the running of symposia, workshops and other meetings.

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.
3. Assist with the development and delivery of MeSH related learnings at the school – for example working with the deputy director and research assistant to develop a series of presentations.

RESEARCH FELLOW



INTERNAL CONTRIBUTION

1. To undertake activities that support the Department, Faculty or the School;
2. To participate in the School's PDR process.
3. Support the deputy director and research assistant in running a potential future school wide data interest group.

EXTERNAL CONTRIBUTION

1. To demonstrate good external citizenship by contributing to learned society/conference events, journal and grant reviews etc;
2. Working closely with the deputy director, support and/or attend international events; for example WHO and UNAIDS meetings and workshops;
3. Be an active member of the MeSH community of practice.

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.

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.

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. Relevant experience in demography or epidemiology, however, other relevant subjects will be considered.
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. Experience and demonstrated expertise in the analysis of routine / surveillance data.
8. Have strong expertise in handling large datasets, including both the management of such data and advanced epidemiological analysis methods, and proven strong ability to use computer-based analytic software for these purposes.
9. Have expertise in literature reviews including grey literature searches
10. Proven ability to **lead** the writing up of research findings for academic publications and/or other formats
11. Willingness to travel.

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. Have worked with governments, NGOs and/or researchers in South Africa, Zimbabwe or Malawi.
5. Experience in developing guidelines, normative guidance and/or tools; for example, through work with WHO, UNAIDS or other normative agencies.
6. Experience of post-graduate teaching.
7. Experience of health-related research.

SALARY AND CONDITIONS OF APPOINTMENT

The post is based in London. It is fixed term, funded until 31st Dec 2022 and available immediately. The salary will be on the Academic Pathway salary scale, Grade 6, £40,011 - £45,437 per annum, dependent on experience (inclusive of London Weighting). 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.

Applications should be made on-line 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.

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.

ASYLUM AND IMMIGRATION STATEMENT

The School will comply with current UKVI legislation, which requires all employees to provide documentary evidence of their legal right to work in this country prior to commencing employment. Candidates will be required to email a copy of their passport (and visa if applicable) to HR prior to their interview and if appointed will be asked to bring the original documents in to be copied and verified before their start date.

The advertisement of this role does not meet the minimum requirements set by UKVI to enable sponsorship of migrant workers. Therefore we cannot progress applications from candidates who require sponsorship to work in the UK.

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