

# RESEARCH FELLOW



<b>Job Title:</b>	<b>Research Fellow: Gender &amp; Child Protection</b>
<b>Department:</b>	Global Health and Development (GHD)
<b>Faculty:</b>	Public Health and Policy (PHP)
<b>Location:</b>	London
<b>FTE:</b>	1.0 (Full time)
<b>Grade:</b>	G6
<b>Accountable to:</b>	Dr Ben Cislighi
<b>Job Summary:</b>	The post holder's primary responsibilities will be (in order of priority) to: 1) conduct critical research on existing challenges to implanting ethical and effective child rights interventions and; 2) manage a mentorship programme for NGOs willing to integrate social norms in their child protection work; and 3) support a multi-country study on violence against children. The research fellow will also support the work of the child protection and gender equality unit, as agreed with the line manager when such opportunities arise. This work might especially relate to strengthening the evidence base on how social norms perpetuate harmful practices including violence and gender-related inequalities.

## 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 3,300 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 1,200 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 70,000 participants globally.

LSHTM performs strongly in various global university league tables. In the 2019 CWTS Leiden Ranking LSHTM is ranked the UK's top university for the proportion of academic research with women listed as authors, first in Europe for publishing open access research, and first in Europe and eighth in the world for research impact in sciences (for the proportion of its total publications ranking in the top 10% of most cited research).

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 27th for medicine 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 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**

### **Faculty of Public Health and Policy**

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 (HSRP)
- Global Health and Development (GHD)
- 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 reorganized 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 Global Health & Development (GHD)**

The Department (headed by Professor Catherine Goodman) aims to conduct novel and policy-relevant research and training that concerns health issues with a global reach, predominantly from the perspective of the development of low and middle-income countries. The Department comprises approximately 100 staff and 80 research degree students, with total grants funding of over £30m spread over a range of funders including research councils, UK and overseas charities, the European Union, Department for International Development and others. Staff come from a wide range of disciplines including economics, epidemiology, mathematics, policy analysis, medicine and social anthropology and are organized into two research units. Members of the Department also edit the journal Health Policy and Planning.

### **The Centre for Gender Violence and Health**

The post holder will join the Gender, Violence and Health Centre (GVHC) at the London School of Hygiene and Tropical Medicine (LSHTM) as a key member of Centre's work on preventing violence against women and children. The GVHC is a vibrant multidisciplinary group with an international research portfolio of action oriented, intervention based research on the extent, causes and consequences of gender based violence. In addition to collaborating on Centre

projects more generally, the post holder will support the design of a research study on honour, child protection, and social norms.

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 manage roll-out of a 'social norms mentorship programme'. This includes reviewing training material, acting as a mentor for 3 organisations in East Africa who are participating in the mentorship programme, supporting a 'shadow mentor' in East Africa who will eventually take on the mentorship responsibilities, contributing to facilitation of the social norms course for practitioners and contributing to learning/reflection events.
6. To contribute to developing proposals for new funding to support new areas of research and methodological development as they emerge.
7. To offer technical support to three organisations currently working to integrate a social norms perspective in their interventions in East Africa, as well as offer technical support to other organisations through training and technical review of programmatic documents.
8. To oversee the design, planning and coordination of reflection meetings and manage coordination of the steering committee of the social norms mentorship programme, with support from GVHC travel and logistics staff.
9. To design and conduct research on gender and child protection issues including research on honour-related violence against children and mapping of child protection narratives. This includes contributing to analysis, writing practitioner reports, participating in reflection meetings on the research findings and contributing to peer-reviewed publications.
10. To contribute to study design and analysis of multi-country data on violence against children, collected in partnership with UNICEF

#### **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.

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3. To participate in team meetings

## EXTERNAL CONTRIBUTION

1. To demonstrate good external citizenship by contributing to learned society/conference events, journal and grant reviews etc

## 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 event

*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.*

[FEB 2020]

## 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, MA or MSc in a relevant subject (sociology, public health, social psychology, development studies or other relevant social science)
2. Relevant experience in managing research and/or implementation projects
3. Theoretical or practical knowledge of social norms interventions in low and middle- income countries
4. Contributions to written output, preferably peer-reviewed, as expected by the subject area/discipline in terms of types and volume of outputs.
5. Proven ability to work independently, as well as collaboratively as part of a research team, and proven ability to meet research deadlines.
6. Evidence of excellent interpersonal skills, including the ability to communicate effectively both orally and in writing
7. Evidence of good organizational skills, including effective time management.
8. Experience studying complex social phenomena (preferably using qualitative methods – especially participatory qualitative methods).

### DESIRABLE CRITERIA

1. PhD in a relevant subject (sociology, public health, social psychology, development studies or other relevant social science)
2. First-hand experience working with or for NGOs on child protection.
3. Experience conducting field research and/or implementing social norms programmes in low and middle-income countries.
4. Publication record commensurate with professional experience.
5. Some experience of contributing to research grant applications.
6. Some experience of teaching and assessment.
7. Some experience of supervising and supporting junior researchers and/or research degree students, and non-academic staff.

## **SALARY AND CONDITIONS OF APPOINTMENT**

The appointments will be London-based and full-time commencing immediately until 31st August 2021, with the possibility of extension. Salary will be on the Academic Pathway, Grade 6, £40,011-£45,437 per annum (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](mailto:jobs@lshtm.ac.uk).

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.

Applications from candidates who require sponsorship to work in the UK will be considered alongside other applications. Applicants who do not currently have the right to work in the UK will have to satisfy UK Visas & Immigration regulations before they can be appointed.

Further information about Certificate of Sponsorship and eligibility to work in the UK, can be found at: [www.ukba.homeoffice.gov.uk/employers/points](http://www.ukba.homeoffice.gov.uk/employers/points)

Date amended: AUG 2020

## 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.

<p><b>Knowledge generation: Independent contributions and a clear trajectory towards excellence as an academic researcher</b></p> <p><i>Research and scholarship</i></p> <ul style="list-style-type: none"><li>• Undertaking research</li><li>• 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</li><li>• Contributing to peer-reviewed outputs, including as first author, as expected by the subject area/discipline in terms of types of output</li><li>• Poster/oral presentations at relevant conferences, translation of research findings into educational materials</li><li>• Social media contributions such as twitter, blogs, web-based media or webinars</li></ul> <p><i>Doctoral degree supervision</i></p> <ul style="list-style-type: none"><li>• 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 knowledge<sup>1</sup></li></ul> <p><i>Research management, leadership and support</i></p> <ul style="list-style-type: none"><li>• Effective management of own time and activities</li><li>• Management of small research grants or elements of larger grants, including management of data collection and relationships with research collaborators, support to grants management</li></ul> <p><i>Professional development</i></p> <ul style="list-style-type: none"><li>• Courses and other professional development activities, referenced to RDF</li><li>• 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)</li></ul>
<p><b>Education: Basic competence in teaching and assessment</b></p> <p><i>Teaching and assessment</i></p> <ul style="list-style-type: none"><li>• Research-informed teaching and assessment contributions (e.g. contributions to modules, MSc project supervision)</li></ul> <p><i>Educational development and innovation</i></p> <ul style="list-style-type: none"><li>• Contributing to the development of new educational materials, learning opportunities or assessments approaches</li></ul> <p><i>Education leadership and management</i></p> <ul style="list-style-type: none"><li>• None expected</li></ul> <p><i>Professional development</i></p> <ul style="list-style-type: none"><li>• Participation in professional development activities referenced to UKPSF (e.g. HEA, PGCILT, preparation for doctoral degree supervision, shadowing more experienced colleagues)</li></ul>
<p><b>Internal contribution: Contributions to School functioning and development</b></p> <p><i>Internal citizenship</i></p> <ul style="list-style-type: none"><li>• Contributing to at least one Department, Faculty, School, or Centre event or special interest group in any one year;</li><li>• Supporting external School collaborations/partnerships (beyond own research or education role) where relevant</li></ul> <p><i>School leadership and management roles</i></p> <ul style="list-style-type: none"><li>• None expected but credit can be given if undertaken</li></ul>

<sup>1</sup> Such RFs are expected to be registered for a doctorate

**External contribution: Contribution beyond the School**

*External citizenship*

- Contributing to learned society/conference events, journal and grant reviews etc *Knowledge translation and enterprise: not expected but options include:*
- 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