

RESEARCH FELLOW



Job Title:	Research Fellow in Intervention Evaluation
Department:	Public Health, Environments and Society (PHES)
Faculty:	PHP
Location:	Room 146, 15-17 Tavistock Place
FTE:	0.8 FTE (alternative FTE may be negotiable)
Grade:	G6
Accountable to:	Head of Department through Principal Investigator (PI)
Job Summary:	<p>This post involves two separate streams of work.</p> <ol style="list-style-type: none"> 1) Fieldworker for the NIHR funded Communities in Control (CiC) Phase 3 study. The study is a multi-site, mixed methods evaluation of a lottery funded community empowerment intervention. Its PIs are Jennie Popay (Lancaster University) and Margaret Whitehead (Liverpool University). 150 disadvantaged place-based communities across England are given £1million each over 10-15 years and are supported in designing and implementing local plans to benefit their communities. The fieldworker will be expected to engage with a small sample of local communities (generally located in the London area), observe meetings and events and conduct qualitative research. They will also liaise with collaborators working on the study's other sites and work packages. 2) Secondary analysis and synthesis for research conducted as part of the NIHR School for Public Health Research (SPHR) at LSHTM. This will principally involve conducting a policy review for a study on UK housing and austerity. <p>We have funding for 12 months at 0.8 FTE (approximately 10 months CiC and 2 months SPHR). Providing it meets the needs of the two studies we are willing to consider an alternative FTEs (subject to negotiation and approval).</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 £110 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 30,000 participants globally.

The School performs well in various global university league tables. In the US News Best Global Universities Ranking 2017, we are ranked sixth in the world (together with Oxford University) in the fields of social sciences and public health. In the 2016 CWTS Leiden Ranking, the School was ranked fifth in the world for research impact across all disciplines, based on the share of institutions' outputs within the top 1% of papers by citation in all areas of science and independent of size of output.

The School was named University of the Year 2016 by Times Higher Education, in recognition of our response to the Ebola epidemic. The School is a member of the M8 Alliance of Academic Health Centres, Universities and National Academies, the Association of Schools of Public Health in the European Region, and the Consortium of Universities for Global Health.

FACULTY INFORMATION

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 less developed countries. The Faculty has three research departments:

Health Services Research and Policy
Global Health and Development, and
Social and Environmental Health Research

Each Department is multidisciplinary containing about 50 - 70 academic staff representing 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 currently has a staff of 19 professors, 7 readers, 26 senior lecturers, 47 lecturers, 77 research fellows and assistants, about 40 computing, administrative and secretarial staff, and a number of honorary staff.

Teaching

The Faculty of Public Health and Policy is responsible for organizing a one year Master's courses in Public Health, which allows students to take a general MSc in Public Health, or to follow one of the following streams: Health Services Management, Health Promotion, Environmental Health or Health Services Research. The Faculty also jointly teaches 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 LSE). Master's courses are organized in a modular format across the whole School. One of the growing areas of Faculty teaching is in the distance-based MSc in Public Health, introduced in 2005/6. In the current year the Faculty is responsible for about 271 students on the MScs mentioned above, and 545 distance based students.

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.

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

Post: Research Fellow
Responsible to: Dr Matt Egan and Dr Ruth Ponsford

This post is funded from two grants.

One is the NIHR funded project: What are the health and health inequalities impacts of the Big Local community empowerment initiative in England? (*Communities in Control* - or *CiC*).

CiC is a national evaluation of a place based initiative called Big Local being rolled out in 150 areas in England with over £200 million funding from the Big Lottery Fund.

In each Big Local area, residents have control over when and how funding is used to make local neighbourhoods better places to live. The research is looking at the ways this action by communities is achieving change in the social determinants of health in these areas. This includes community action to strengthen social relationships and improve the local environment, as well as efforts to improve area reputation. The extent that being involved in the initiative may have impacts upon residents' sense of control and their health and wellbeing is also a focus of the research. The current phase (phase 3) of *Communities in Control* involves a collaboration between LiLaC (Liverpool and Lancaster Collaboration for Public Health Research), FUSE (the Centre for Translational Research in Public Health, brings together the five North East Universities of Durham, Newcastle, Northumbria, Sunderland and Teesside) and LSHTM. Jennie Popay and Margaret Whitehead (LiLaC) lead the study as PIs, while Matt Egan and Ruth Ponsford are the local leads at LSHTM. CiC is a multi-center natural experiment evaluation involving both qualitative and quantitative methods.

<http://sphr.nihr.ac.uk/health-inequalities/home/>

Orton L, Halliday E, Collins M, Egan M, Lewis S, Ponsford R, Powell K, Salway S, Townsend A, Whitehead M, Popay J. Putting context centre stage: evidence from a systems evaluation of an area based empowerment initiative in England Critical Public Health. <http://dx.doi.org/10.1080/09581596.2016.1250868>

The other grant is the NIHR School for Public Health Research (SPHR). LSHTM is one of the SPHR Centers. <http://sphr.lshtm.ac.uk/>

Established in April 2012, the NIHR SPHR is a partnership between eight leading academic centres with excellence in applied public health research in England. The School aims to build the evidence base for effective public health practice. Our research looks at what works practically to improve population health and reduce health inequalities, can be applied across the country and better meets the needs of policymakers, practitioners and the public. The School's funding has been renewed for a further five years to 2022.

<http://sphr.nihr.ac.uk/>

This will be a twelve month post assuming 0.8 FTE. We may be willing to negotiate a longer equivalent period for <1.0 FTE, or a longer equivalent period for >0.8 – providing the local leads feel the needs of the research projects will be met. Approximately 10 months will focus on fieldwork with local communities involved in the *Communities in Control* study. We expect the post holder to be excellent at engaging with people from the communities we are working with. They are not simply research participants, they are community groups who allow us access to them on

the understanding that the researchers' approach to engagement is co-produced and that our findings, though independent, can be fed back in a way that suits community as well as researcher requirements. We also expect the post holder to be able to engage with relevant national and local practitioners such as those who work for local councils, third sector organisations and the Local Trust. The fieldwork itself is primarily qualitative and includes observations, interviews and knowledge translation. The post-holder would also be expected to have an understanding of mixed methods evaluations. Most of the fieldwork will be with communities in Greater London but we assume some need to travel to other parts of England as this is a multi-site collaborative study led by LiLaC. Some fieldwork will take place outside of normal working hours: e.g. evenings and weekends.

The remaining 2 months will be working on SPHR projects, particularly a study of austerity and housing, conducting a policy review. For this we would expect the candidate to have experience of document analysis and research synthesis.

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 or co-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. Carry out the fieldwork and associated analysis for the Communities in Control study.
6. Carry out the policy review and associated work for SPHR.

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. Engage with, and when appropriate involve, community members and groups associated with the Communities in Control study.
3. Engage with, and when appropriate involve, practitioners and other stakeholders relevant to the CiC study and the SPHR work.

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 register for and complete 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 2017]

PERSON SPECIFICATION

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

ESSENTIAL CRITERIA:

1. PhD or equivalent experience in a relevant subject
2. Excellent written and spoken English
3. An excellent understanding of the role of mixed-methods in evaluation of public health interventions: including (quasi-) experimental designs, natural experiments, quantitative and qualitative methods.
4. Experience of engaging with members of communities and community groups.
5. Experience of engaging with local practitioners, which could include those involved with local government, health service delivery and third sector organisations.
6. Experience and understanding of qualitative research including document analysis, observations, interviews, focus groups – and associated analysis.
7. Experience and understanding of research synthesis such as policy reviews and systematic reviews.

DESIRABLE CRITERIA

1. Experience of working in a large study with collaborators based in geographically dispersed institutions.
2. Ability to collaborate effectively as part of a multi-disciplinary team.
3. Experience producing evidence based guidance for community or practitioner audiences.
4. Evidence of having led, as first author, on writing peer review scientific publications
5. Experience of post-graduate teaching
6. Good understanding of 'systems' and 'complexity thinking' as applied to public health research.

Accountability

The post-holder will be responsible to Dr Matt Egan and Dr Ruth Ponsford and through him/her to Jennie Popay and Margaret Whitehead at LiLaC (PIs of CiC), and to NIHR SPHR, and to the Head of the Faculty of Public Health & Policy and, ultimately, the Director of LSHTM.

SALARY AND CONDITIONS OF APPOINTMENT

The salary will be on the Academic scale, Grade 6 scale in the range £38,533 - £39,318 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.

This post is fixed term with a start date of 1 May 2018 (or as soon as possible after). The post will last 12 months (ending 30 April 2019) at 0.8 FTE. We are willing to consider requests for alternative FTE providing it meets our research requirements (subject to negotiation, visa requirement and approval).

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 PHP-HSRP-2018-02.

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 the Immigration, Asylum and Nationality Act 2006, 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 bring their passport (and visa if applicable) to interview so that it can be copied and verified.

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.

Date compiled: March 2018

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.

<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 (eg 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• To register for and complete a doctoral degree (if not already acquired), if contract and funding source permit;
<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

¹ Such RFs are expected to be registered for a doctorate

<i>External contribution: Contribution beyond the School</i>
<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> <ul style="list-style-type: none">• 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