

RESEARCH FELLOW



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| Job Title: | Research Fellow in Health Psychology/Behavioural Interventions |
| Department: | Non-Communicable Disease Epidemiology |
| Faculty: | Epidemiology and Population Health |
| Location: | Keppel St, London |
| FTE: | 1.0 |
| Grade: | G6 |
| Accountable to: | Head of Department through Principal Investigator (PI) |
| Job Summary: | <p>Research Fellow in Health Psychology/Behavioural Interventions</p> <p>We are looking for a health psychologist with expertise in behavioural interventions to provide support to several related projects on chronic disease self-management in low-and middle-income countries (LMICs). The post holder will primarily work across two projects. The first is a randomised trial evaluating a behavioural educational intervention (involving films) for gestational diabetes in India and Uganda. The postholder will be involved in trial coordination and overseeing the evaluation of the intervention. Secondly, the postholder will contribute to a new project establishing a virtual hub to improve the quality of training and quality assurance of less skilled workers providing self-management support to people with chronic conditions in LMICs. This will involve reviewing and identifying learnings from several existing projects on this topic, refining these findings from a behavioural science perspective, and finally collaborating with a team to produce a virtual 'hub' to support the design of effective and sustainable programs in LMICs.</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 £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.

The **Faculty of Epidemiology & Population Health (EPH)** houses a large group of epidemiologists, demographers, statisticians and nutritionists working on issues of major public health importance in the UK and globally. EPH has approximately 400 staff members organised into four research departments.

- Department of Infectious Disease Epidemiology
- Department of Medical Statistics
- Department of Non-communicable Disease Epidemiology
- Department of Population Health

The Faculty has a teaching programme consisting of ten MSc courses: Epidemiology, Demography and Health, Medical Statistics, Public Health in Developing Countries (run jointly with the Faculties of Infectious & Tropical Diseases and Public Health & Policy), Nutrition for Global Health, Reproductive & Sexual Health Research, Veterinary Epidemiology (run jointly with the Royal Veterinary College), Global Mental Health (run jointly with Kings College London - Institute of Psychiatry) and the Distance Learning courses in Epidemiology and Clinical Trials. The Faculty also has approximately 120 research students studying for an MPhil, PhD or DrPH degree. The Dean of Faculty is Professor Liam Smeeth.

The Department of Non-Communicable Disease Epidemiology is the main focus of research on the epidemiology of non-communicable diseases at the London School of Hygiene & Tropical Medicine.

While most of our studies have been in the UK or other high income countries, we have a growing programme of research on non-communicable diseases in low and middle income countries, including India and parts of the former Soviet Union. Research interests range from genetic susceptibility to disease, through metabolic and endocrine disease mechanisms to personal behaviours and the population health effects of changes in national diets and drinking behaviours. Themes include determinants of ethnic variation in disease risk; adverse drug reactions; epidemiology of ageing; foetal and childhood origins of adult disease; determinants of reproductive outcomes; cardiovascular disease; growth factors and cancer risk; natural history of genital human papillomavirus (HPV); time trends in cancer survival; non-communicable diseases in low and middle income countries.

The department has considerable methodological strength and experience, particularly in the analysis of genetic association studies and the conduct and analysis of large scale longitudinal cohort and record linkage studies. We work closely with colleagues in other departments and faculties and have excellent collaborative links with researchers in other institutions around the world. Funding comes from a wide variety of sources including the Medical Research Council, the Wellcome Trust and Cancer Research UK. The Department head is Professor Sanjay Kinra.

RESEARCH FELLOW



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

This is an exciting opportunity for a health psychologist or health behavioural specialist to join a team focusing on high-quality research on the self-management of chronic conditions in low- and middle-income countries (LMICs). The postholder will be working primarily across two projects: a randomised trial (just starting) evaluating a behavioural educational intervention (involving films) focused on gestational diabetes (GUIDES); and supporting the development of a new initiative designed to synthesise and disseminate best practice for chronic disease self-management programmes in LMICs using less skilled workers.

GUIDES (Gestational diabetes in Uganda and India: Design and Evaluation of Educational Films for improving Screening and Self-management) is a cluster RCT of a film-based intervention designed to improve screening and management of gestational diabetes in Uganda and India. The first phase of this study (intervention development) has been completed, and trial recruitment is expected to start in January 2021. The postholder will support the day-to-day coordination of this trial, help to oversee trial planning and procedures, and be involved in analysis and the dissemination of study results.

Secondly, the postholder will work on the development of a virtual 'hub' to bring together learning from a range of disease management programs in LMICs. This will draw on findings from a number of ongoing studies led by Professor Kinra, including the GUIDES project mentioned above, and also a diabetes self-management programme being evaluated in Thailand and a stroke management intervention being developed for use with carers in Malaysia. This novel initiative will aim to be a global resource for evidence-based practice in education and support in chronic disease self-management in LMICs using less skilled workers. To support this work, the postholder will be expected to lead on literature reviews, coordinate the piloting of the hub (including further development and delivery of interventions, testing and refinement) assist with grant writing activities to further grow this initiative.

In addition to the two projects outlined above, the post-holder will also be expected to provide support to a number of other related projects being undertaken by the team.

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.

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;

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.

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 doctoral degree in health psychology or a related field with a large component of behavioural science/health psychology, completed or due to be completed within 6 months.
2. Relevant experience in the design and/or evaluation of behavioural interventions
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. Knowledge or experience of qualitative research methods
8. Knowledge or experience of quantitative research methods
9. Knowledge or experience of chronic disease self-management programs
10. Willingness and ability to travel internationally as requested, expected to be around 4 weeks a year.

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. Strong quantitative skills including knowledge/skills in the use of big data techniques such as machine learning
5. Strong skills in application of qualitative research methods
6. Knowledge or experience of digital technologies used for behavioral interventions
7. Experience of working on a trial evaluating a health or behavioral intervention.
8. Knowledge or experience of behavioural interventions or chronic disease self-management programs in LMICs.

SALARY AND CONDITIONS OF APPOINTMENT

The post is funded initially for 18 months. The salary will be on the Academic scale, Grade 6 scale in the range £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.

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 Sponsorship and eligibility to work in the UK, can be found at: <https://www.gov.uk/guidance/immigration-rules/immigration-rules-appendix-skilled-worker>

Date amended: NOV 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.

Knowledge generation: Independent contributions and a clear trajectory towards excellence as an academic researcher

Research and scholarship

- 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

Doctoral degree supervision

- 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

Research management, leadership and support

- 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

Professional development

- 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)

Education: Basic competence in teaching and assessment

Teaching and assessment

- Research-informed teaching and assessment contributions (e.g. contributions to modules, MSc project supervision)

Educational development and innovation

- Contributing to the development of new educational materials, learning opportunities or assessments approaches

Education leadership and management

- None expected

Professional development

- Participation in professional development activities referenced to UKPSF (e.g. HEA, PGCILT, preparation for doctoral degree supervision, shadowing more experienced colleagues)

Internal contribution: Contributions to School functioning and development

Internal citizenship

- 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

School leadership and management roles

- 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

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