

RESEARCH FELLOW



Job Title:	Research Fellow in Social Science
Department:	GHD
Faculty:	Public Health and Policy
Location:	Keppel Street, London
FTE:	1
Grade:	Research Fellow G6
Accountable to:	Hana Rohan, Assistant Professor in Social Sciences, UK Public Health
Job Summary:	The main purpose of the post is to develop, support, and carry out high quality social science research and capacity building activities across the work of the UK Public Health Rapid Support Team (UK-PHRST). The UK-PHRST is a high-profile collaboration between the London School of Hygiene & Tropical Medicine (LSHTM) and Public Health England (PHE), with a 5-year £20m grant from the UK government to support a triple mandate of outbreak response, outbreak-related research, and capacity development in low and middle-income countries (LMICs). The post-holder will bring social science expertise to a new cadre of multidisciplinary research fellows and will be expected to contribute to multiple research and capacity development projects across the remits of the UK-PHRST.

GENERAL INFORMATION

The UK Public Health Rapid Support Team

Launched in 2016, the UK-PHRST is an innovative government-academic partnership co-led by LSHTM and PHE, with a consortium of academic and implementing partners in the UK and internationally. It is comprised of a multidisciplinary team of public health professionals and researchers with a novel integrated triple-remit of outbreak response, research and capacity development to prevent and control epidemics of infectious diseases in countries eligible for UK Official Development Assistance. UK-PHRST has the following objectives:

- Rapidly investigate and respond to disease outbreaks at the source, with the aim of stopping a public health threat from becoming a broader health emergency.
- Conduct research to generate an evidence base for best practice in disease outbreak interventions.
- Provide training to establish a cadre of personnel to rapidly deploy to respond to disease outbreaks.
- Assist in the development of LMIC capacity to enhance epidemic preparedness and response in LMICs and contribute to supporting implementation of International Health Regulations.

The Director of the UK-PHRST is Professor Daniel Bausch.

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 of Public Health and Policy

The Faculty of Public Health and Policy (PHP) is focused on the improvement of health throughout the UK and worldwide. We do this through research, teaching and the provision of advice in the areas of health policy, health systems and services, and individual, social and environmental influences on health. Interests and activities embrace the health needs of people living in countries at all levels of development. We run a range of popular and highly respected MSc courses, short courses and CPD.

The Faculty has around 250 academic staff and 140 research students. We are the largest multi-disciplinary public health group in Europe. We use multidisciplinary and multi-method approaches to generate new knowledge for specific contexts and test transferability to different settings, and engage with policymakers and providers of health care to ensure research is relevant and translated into practice.

Department of Global Health and Development (GHD)

The department conducts novel and policy-relevant research and training that concerns health issues with a global reach, predominantly from the perspective of low- and middle-income country development. There are approximately 150 staff and 100 research degree students, with total grants funding of over £35m spread over a range of funders including research councils, UK and overseas charities, the European Union, Department for International Development and others. Academic Staff come from a wide range of disciplines including; economics, epidemiology, mathematics, law, politics, social policy and policy analysis, sociology and anthropology and are grouped into two units and a number of thematic research groups.

The portfolio of duties outlined below will vary in accordance with the detailed expectations of the role, 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 and scholarship, including contributing to drafting major grant proposals and/or leading on drafting small grant proposals;
2. To identify, propose and implement research activities that will make a substantive contribution to improving epidemic preparedness and response;
3. To engage, encourage and collaborate with researchers and collaborators in low and middle income countries;
4. To contribute to peer-reviewed publications, including as lead author, and/or as co-lead author with LMIC counterparts;
5. To make a contribution to research degree student supervision, as appropriate to qualifications and experience;
6. 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.
7. To work with the UK-PHRST team and collaborators to develop applied research across all areas of UK-PHRST.
8. Collaborate across the School to provide technical expertise to relevant work. The School aims to foster such collaboration, including through its Centres.

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. Contribute to improving the quality of the School's education, by participating in the development of new and updated learning and teaching materials or approaches.
3. Contribute social science expertise, technical guidance and advice to the UK-PHRST's capacity development projects with a particular focus on the social science aspects of the team's work in partnerships and support for educational and training activities in or for Low and Middle Income Countries.
4. Teach in relevant MSc and other courses, including those specifically relating to pandemics, epidemics, preparedness and response.

INTERNAL CONTRIBUTION

1. To undertake activities that support the Department, Faculty or the School;
2. To participate in the School's PDR process.
3. Actively engage with internal and external colleagues (meetings, problem solving, sharing knowledge/information, etc.).

EXTERNAL CONTRIBUTION

1. To demonstrate good external citizenship by contributing to learned society/conference events, journal and grant reviews etc;
2. Develop and nurture key relationships with a wide range of individuals and stakeholders to promote all aspects of the role;
3. Contribute to developing regional and in-country capacity and capability through training and coaching where appropriate;
4. Support with coordinating UK-PHRST social science research and capacity building work within LMIC networks and agencies.
5. Maintain active participation within the UK-PHRST consortium, with key stakeholders, and academic and other relevant networks

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. Maintain own professional development including reflecting on own practice, and training as appropriate.

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.

[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. PhD or DrPH level qualification in social sciences or equivalent experience.
2. Relevant experience in social science and public health research including specific knowledge of infectious diseases and/or outbreak response.
3. Experience in social science capacity building and/or working within national public health institutes or with Ministries of Health in LMICs.
4. Experience coordinating research and/or public health programme delivery, preferably in LMIC settings.
5. Evidence of contributions to written outputs, preferably peer-reviewed, as expected by the subject area/discipline in terms of types and volume of outputs.
6. Proven ability to work independently, as well as collaboratively as part of a research team.
7. Proven practical experience conducting computer assisted qualitative analysis for health-focused social science research.
8. Evidence of excellent interpersonal skills, including the ability to communicate effectively both orally and in writing, and of a professional attitude towards colleagues, collaborators, and students.
9. Proven ability to use initiative and judgement to anticipate potential issues and solve problems.
10. Evidence of good organisational skills, including effective time and people management, and a high level of personal motivation and flexibility.
11. It is expected that the role holder will spend the majority of their time working on the UK-PHRST integrated research and capacity development portfolio. However, there should be willingness to travel as needed.

DESIRABLE CRITERIA

1. Some experience of contributing to research grant applications.
2. Practical experience managing research projects and teams.
3. Some experience of teaching and assessment.
4. Some experience of supervising and supporting junior researchers and/or research degree students, and non-academic staff.
5. Experience of the use of social media as a research tool.
6. Additional languages to English, in particular French.

SALARY AND CONDITIONS OF APPOINTMENT

The post is funded until 30 September 2021 when the UK-PHRST's 5-year funding cycle from the UK Government expires. Renewed funding and continuation of the post is anticipated, but cannot be guaranteed at this time. 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>

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 across multiple UK-PHRST research projects• 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

<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>• 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