JOB DESCRIPTION

Assistant Professor in Health Services Research
Academic Pathway grade 7
Full time

We are seeking an enthusiastic health services researcher who can manage large projects that evaluate the delivery of health care interventions and who can contribute to our methodological research into assessing and improving the performance of health care services. You should have excellent quantitative skills and experience of working on observational studies within a multidisciplinary context.

The NHS is under pressure to treat greater numbers of patients and improve the outcomes of care, whilst also becoming more efficient. Providing information on all aspects of health care is seen as essential to improving health care and better outcomes. As a result, there is a growing need for novel measures to describe the performance of health care providers, both in terms of clinical indicators and patient-reported information.

This post provides an opportunity for you to develop a research programme focused on improving quantitative methods to assess the quality of health care. Challenges include devising appropriate quality indicators, developing risk models for observational data, continuous monitoring of multiple indicators, and using linked healthcare datasets together with robust methods for dealing with missing data. The post-holder will begin by joining a national study on the care of older patients diagnosed with breast cancer. You will be able to extend this role by developing other large-scale epidemiological studies on the quality of health care in the UK.

The post will be based in London at the Clinical Effectiveness Unit, a collaboration between the London School of Hygiene and Tropical Medicine and The Royal College of Surgeons of England. You will be part of a multidisciplinary team of researchers and clinicians who play a leading role, both nationally and internationally, in shaping and guiding large-scale evaluations of healthcare performance.

About the School

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 by Sir Patrick Manson, the School has expanded in recent years at its two main sites on Keppel Street and Tavistock Place. 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.

Research income has grown to over £85 million per year from national and international funding sources including the UK government, the European Commission, the Wellcome Trust and philanthropic sources.

Education programmes have grown to more than 1,000 London-based Master’s and Research
students, 2,900 studying Master's by distance learning and 1,000 on short courses and continuous professional development. We have also launched a series of free online courses, and more than 15,000 people registered on the first of these, Ebola in context. Our staff, students and alumni work in more than 150 countries in government, academia, international agencies and health services.

The School is highly ranked in various university league tables. It was named University of the Year 2016 at the Times Higher Education awards ceremony. In 2014, it was ranked in the top 10 universities in the world for citation rate by the new EU-supported U-Multirank database, fourth in the world for impact in medical sciences by the Leiden Ranking and third in the world for social science and public health in the US News Best Global Universities Ranking. According to the results of the UK government’s Research Excellence Framework, published in December 2014, the School was ranked second overall (after the Institute for Cancer Research) on the key measure of impact.

Mission
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.

Organisation and Management
There are three academic faculties, one principally concerned with infectious and tropical diseases and two with public health (Faculty of Epidemiology and Population Health; Faculty of Public Health and Policy).

Faculty of Public Health and Policy
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 industrialised, and less developed countries. The Faculty has three research departments:

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

Each department is multidisciplinary containing about 100+ 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 of the School 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.

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 (with the LSE). Master's courses are organised 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, and Global Health Policy, introduced in 2011/12.
The Faculty has also reorganised and expanded its research degree (MPhil/PhD, DrPH) training. Currently, there are about 130 students and staff members registered for a research degree.

Department of Health Services Research and Policy
The aim of the Department is to carry out research that helps to improve the quality, organisation and management of health services and systems. This extends from establishing what care should be provided and how services should be organised, through assessing the quality of existing services, to how improvements can be brought about. Most of the research is in high income countries and, in particular, the UK. Our staff reflect both the multi-disciplinary (epidemiology, public health, sociology, psychology, economics, statistics, social and public policy) and multi-professional nature of our work (http://www.lshtm.ac.uk/php/hsrp/index.html).

Establishing what care should be provided and how services should be organised involves primary evaluative research (on particular health care interventions and policies), reviews of existing research evidence and modelling possible options. In addition to specific projects, we run the Clinical Effectiveness Unit at the Royal College of Surgeons of England, support a similar Department at the Royal College of Obstetricians & Gynaecology, as well as host the Department of Health-funded Health Reforms Evaluation Programme (http://www.lshtm.ac.uk/hsru/hrep/). Further, the Department is home to the Policy Innovation Research Unit (http://www.piru.ac.uk), the Policy Research Unit for Commissioning and the HealthCare System (http://www.prucomm.ac.uk/about-us), and the LSHTM hub of the NIHR School for Public Health Research. The Department is part of the School’s European Centre on Health of Societies in Transition (ECOHOST) (http://www.lshtm.ac.uk/ecohost/) which, in turn, is a major partner in the WHO-funded European Observatory on Health Systems and Policies (http://www.euro.who.int/observatory).

Clinical Effectiveness Unit / The Royal College of Surgeons of England
The Clinical Effectiveness Unit (CEU) is a leading centre for national clinical audit and epidemiological research, and is internationally recognised for its expertise on the methods, organisation, and logistics of large-scale studies into the quality of hospital care. It has undertaken national projects on vascular surgery, joint replacement, breast cancer, oesophago-gastric cancer, emergency bowel surgery, tonsillectomy, and the treatment of children with a cleft lip or palate. The findings from these projects have directly influenced medical practice as well as clinical policy in the UK.

The CEU was established in 1998 as a collaboration between the Royal College of Surgeons of England and the Department of Health Services Research & Policy of the London School of Hygiene and Tropical Medicine (LSHTM). Its strategic aims are

- to encourage and support rigorous research and surgical audit performed to a high scientific standard;
- to lead and enhance research and surgical audit in the UK, in cooperation with surgical specialist associations and in collaboration with sister Royal Colleges

A key feature of the CEU approach to evaluating health care is to consider projects as epidemiological studies into the quality of care. Studies are designed using epidemiological methods, and aim to generate high quality evidence on the processes and outcomes of care as well as on their determinants. The CEU’s strategy emphasises joint clinical and methodological leadership, and the Unit has established collaborative links with many Royal Colleges and medical associations, as well as the Department of Health and other NHS
organisations, to achieve this. It is a project-based organisation and has a multidisciplinary character, consisting of over 20 staff members of various backgrounds, from health services research, medical statistics, epidemiology, public health to medicine and psychology, six of whom have academic appointments at the LSHTM. Prof David Cromwell, Professor of Health Services Research at the LSHTM, has been the CEU’s Director since May 2011.

**Duties of the post**

The duties of the post will reflect the strategic aims and remit of the Clinical Effectiveness Unit as agreed in the partnership agreement between the School and the RCS. The post will be located in the Department of Health Services Research and Policy and the RCS as required by the work.

**Research**

- develop a programme of research that provides evidence on the effective delivery of health care interventions, in terms of the processes and outcomes of care
- develop a programme of methodological research related to undertaking observational studies that assess the quality of health care / support quality improvement
- provide leadership on methodological / logistical aspects of the national audit of breast cancer in older patients, and other studies run in the Clinical Effectiveness Unit at the Royal College of Surgeons of England
- analyse data of national clinical audits and other large scale research studies
- publish in peer-reviewed medical / public health journals as well as in other appropriate medium (national reports)
- obtain external funding through research grants, fellowships and consultancies that supports the work of the LSHTM and Clinical Effectiveness Unit
- communicate research findings through international and national conferences, mass media and through close engagement with clinicians, national policy makers and health care managers as appropriate to particular projects

**Teaching**

- participate in the teaching programme of the Faculty of Public Health & Policy, LSHTM (up to 15% of available time) which may include acting as a tutor to MSc students and organising a Teaching Module;
- supervise up to three research degree (MPhil/PhD; DrPH) students registered at the LSHTM and be a member of several Advisory Committees for other students;
- undertake a management task at Department, Faculty or School level;
- facilitate any other activities that will help to achieve the Department of Health Services Research & Policy’s objectives;
- provide and update quarterly a personal page on the School’s website;
- contribute to the life of the School by participating in committees and other group activities.
Person specification

**Essential:**
- PhD or equivalent in health services research, statistics, epidemiology, operational research or a related discipline;
- **Have a strong methodological skills** and experience in designing large-scale (multi-centre) epidemiological studies;
- Experience in independently carrying out statistical analyses of complex datasets using statistical techniques such as multiple linear / logistic regression or survival analysis;
- Proven ability to write up and communicate findings;
- **A record of published academic papers**;
- Proven ability to teach.

**Desirable:**
- Knowledge and experience of health care quality assessment and audit;
- Experience in designing large cohort studies on the outcomes of health care interventions
- Knowledge and experience of advanced statistical techniques such as multilevel modelling / Bayesian analysis, and multiple imputation of missing data
- Experience in using administrative health datasets;
- Experience in data linkage;
- Experience of post-graduate teaching;
- Experience of liaising with stakeholders and clinicians.

**Accountability**
The post-holder will be responsible to Prof David Cromwell, Professor of Health Services Research; the Head of the Department of Health Services Research & Policy; the Head of the Faculty of Public Health & Policy and, ultimately, the Director of the School.

**Salary and conditions of appointment**
This post is full-time fixed term until 31 March 2019. Salary will be on the Assistant Professor scale, Academic Pathway grade 7 (£44,226 - £50,629 per annum including London weighting) depending on qualifications and experience. Appointment will be subject to the LSHTM terms and conditions, including membership of the USS Pension Scheme, an annual leave allowance of 30 days pro rata plus 6 fixed “Director’s Days” and season ticket loan.

**ASYLUM AND IMMIGRATION**
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.

This role does not meet the minimum requirements set by UK Visas and Immigration to enable sponsorship of migrant workers. Therefore, we cannot progress applications from candidates who require sponsorship to work in the UK.

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)