

RESEARCH FELLOW



Job Title:	Research Fellow – Medical Statistics
Department:	Statistics and Bioinformatics
Faculty:	MRC Unit The Gambia
Location:	The Gambia
FTE:	1.0
Grade:	G6
Accountable to:	Senior Statistician & Associate Professor/Paediatric Immunologist
Job Summary:	<p>We have an exciting opportunity for a medical statistician to join the Statistics and Bioinformatics Department at MRC Unit The Gambia which is part of the London School of Hygiene and Tropical Medicine. The post-holder will be expected to be based in The Gambia.</p> <p>The post-holder's work will focus around the design, primary and exploratory analysis and reporting of a diverse portfolio of ICH-GCP clinical vaccine trials and other epidemiological studies led by Dr Ed Clarke, Principal Investigator, under the supervision of Dr David Jeffries, Head of Statistics. However, there may be additional opportunities to undertake bioinformatics and statistical research for individuals with appropriate skills and interests.</p>

GENERAL INFORMATION

The London School of Hygiene & Tropical Medicine

The London School of Hygiene & Tropical Medicine (LSHTM) is renowned for its research, postgraduate studies and continuing 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.

We embrace and value the diversity of our staff and student population and seek to promote equity, diversity and inclusion as essential elements in contribution to improving health worldwide. We believe that when people feel respected and included, they can be more creative, successful, and happier at work. While we have more work to do, we are committed to building an inclusive workplace, a community that everyone feels a part of, which is safe, respectful, supportive and enables all to reach their full potential.

History

Founded in 1899 at the London Docks, LSHTM is now based in Bloomsbury, where it has two main sites at Keppel Street and Tavistock Place, and additional sites in The Gambia and Uganda. Today, our staff, students and alumni work in government, academia, international agencies and health services across the world. [Learn more about the history of LSHTM.](#)

Research

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.

Staff community

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.

Partnerships

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.

Education

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 270,000 participants globally.

Excellence in research and education

We perform strongly in various global university league tables. In the ShanghaiRanking's Global Ranking of Academic Subjects 2020 we placed 3rd in [public health](#) (1st in the UK). In the [2020 CWTS Leiden Ranking](#) LSHTM is ranked the UK's top university for the proportion of academic research with women listed as authors, and third in Europe for publishing open access research.

In the US News Best Global Universities Ranking 2021, we ranked [3rd in the world for public, environmental & occupational health](#), [4th in the world for infectious diseases](#), [11th in the world for social sciences & public health](#), and [12th best University in the UK overall](#). 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

ABOUT MRC The Gambia at LSHTM (MRCG)

MRC Unit The Gambia (MRCG) at the London School of Hygiene and Tropical Medicine is a leading research centre in sub-Saharan Africa. Research is carried out by three major Research Themes (Disease Control & Elimination; Vaccines & Immunity; and Nutrition & Planetary Health) that benefit from the core-supported strategic platforms and of the research services. Disease Control & Elimination investigates the interactions between hosts, pathogens and vectors; and evaluates interventions aimed at interrupting transmission and/or reducing the burden of diseases. Research is multidisciplinary and include a large epidemiological component complemented by social sciences and combined with strong laboratory and genomics support.

Vaccines & Immunity studies the ontogeny of immunity as a baseline to inform the design of vaccines and maximise their impact. It hosts a portfolio of Phase 1-4 clinical trials of existing and novel vaccines and employs cutting-edge system biology methods to understand host responses to infection and vaccination. The Theme is also working on tuberculosis by examining host/pathogen interactions in adults and children. Nutrition & Planetary Health aims to understand the pathophysiology of diet-disease interactions in order to accelerate the development of more effective next-generation community and clinical interventions, and to build a major new program in planetary health. Two Cross-Cutting Programs, i.e. Maternal & Neonatal Health and West Africa, involve all Themes, often in synergy, and underpin the Unit's commitment to carry out research to decrease the current high burden of maternal and neonatal mortality in sub-Saharan Africa and the Unit's vocation as a Regional Centre of Excellence for Research and Training. A third cross-cutting Program, Planetary Health, is currently being developed.

Besides the main campus in Fajara, the MRCG has 2 field stations, Keneba and Basse. The Unit, led by Professor Umberto D'Alessandro, receives an MRC core investment grant every 5 years, following the review of past activities and future plans. In addition, all research activities are supported by external grants from a variety of sources. The Unit has a turnover of in excess of £22m per annum and employs about 1400 staff.

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, and evaluating teaching practice;
2. To contribute to peer-reviewed publications and other outputs, including as lead author;
3. To make a contribution to doctoral 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 provide statistical expertise related to a diverse range of clinical trial designs and other interventional and non-interventional studies including laboratory studies.
6. To undertake primary and exploratory analysis of clinical trial and other datasets
7. To lead the development of statistical analysis plans, data monitoring committee reports, clinical study reports and peer-reviewed publications.
8. To undertake other statistical, epidemiological and/or bioinformatics-based research and analysis as directed and according to expertise and experience
9. To develop novel research ideas focused around vaccines and infectious diseases.

Education

1. To contribute to the delivery of high quality, inclusive, 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.
3. To support the statistical education of a limited number of post-graduate research students with the department and to contribute, when time allows to other post-graduate teaching in statistics and related fields.

Internal Contribution

1. To undertake activities that support the Department, Faculty, MRC Unit or the School;
2. To reflect LSHTM's EDI goals in your work and behaviour;
3. To participate in the School's PDR process.

RESEARCH FELLOW



4. To support additional activities at MRCG as requested according to the candidates interest and expertise.

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);
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.

[Jul 2021]

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, (e.g., MSc, PhD) in medical statistics or statistics.
2. Substantive post qualification experience, working as a medical statistician.
3. Excellent working knowledge of statistical analysis packages, preferably R and Stata.
4. Proven capacity to handle the statistical analysis of large, complex datasets.
5. Proven capacity to address new or unfamiliar areas of medical statistics or bioinformatics practice and to find effective solutions.
6. Contributions to written output, preferably peer-reviewed, as expected by the subject area/discipline in terms of types and volume of outputs.
7. Proven ability to work independently, as well as collaboratively as part of a research team, and proven ability to meet research deadlines.
8. Evidence of excellent interpersonal skills, including the ability to communicate effectively both orally and in writing
9. Evidence of good organizational skills, including effective time management.

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. Prior experience in the preparation of clinical study reports and reports for data monitoring.
5. Ability to programme in a low-level language (e.g. C based languages).
6. Knowledge of relational databases such as SQLite and SQL server.
7. Prior experience with REDCap, OpenClinica and/or other Clinical Trial data management packages.

Salary and Conditions of Appointment

The post is funded for 24 months in the first instance. The salary will be on the Academic scale, Grade 6 scale in the range £40,611 - 46,119 per annum. Accommodation, flights and other allowances related to relocation to and residence in The Gambia are provided in addition. 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 "Wellbeing 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 appointed. Online applications will be accepted by the automated system until 10pm of the closing date. Interested and qualified candidate who wish to discuss the post or who have any queries are encouraged to e-mail Ed.Clarke@lshtm.ac.uk. 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

This post is based overseas and 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 send a notarised copy of their passport prior to their start date.

Applicants will be required to have the right to work in the country in which the post is based (or be eligible to apply for a suitable work visa).

Date amended: Jul 2021

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. Research Fellows employed on research projects will be expected to focus on Knowledge Generation, in accordance with their job description, but some activity in other areas is required and will support career progression. Research Fellows predominantly employed to support Education will be expected to focus on Education, again as reflected in their job description.

Knowledge generation: Independent contributions and a clear trajectory towards excellence in knowledge generation

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 and other research 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

Reflective practice and critical enquiry (RPaCE)

- Contributing to RPaCE activities
- Designing evaluation studies
- Disseminating learning and experiences through presentations, blogs etc
- Contributing to enhancing teaching practice of others: e.g. mentoring, teaching observation and feedback

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 knowledge

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, supporting/mentoring colleagues, 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)

<i>Education: Basic competence in teaching and assessment</i>
<p><i>Teaching and assessment</i></p> <ul style="list-style-type: none"> • Research-informed teaching and assessment contributions (e.g. contributions to modules, MSc project supervision) <p><i>Educational development and innovation</i></p> <ul style="list-style-type: none"> • Contributing to the development of new educational materials, learning opportunities or assessments approaches <p><i>Education leadership and management</i></p> <ul style="list-style-type: none"> • None expected <p><i>Professional development</i></p> <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); acquiring Associate Fellow HEA
<i>Internal contribution: Contributions to School functioning and development</i>
<p><i>Internal citizenship including contributing to supportive academic environment</i></p> <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, including EDI activities; • Taking on role as Digital Champion or Decolonising the Curriculum facilitator; Supporting external School collaborations/partnerships (beyond own research or education role) where relevant • Support to others' success (eg careers advice to students) <p><i>School leadership and management roles</i></p> <ul style="list-style-type: none"> • None expected
<i>External contribution: Contribution beyond the School</i>
<p><i>External citizenship</i></p> <ul style="list-style-type: none"> • Contributing to learned society/conference events, journal and grant reviews etc. <p><i>Knowledge translation and enterprise: not expected but options include:</i></p> <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