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 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 the world’s leading research-focused graduate school in the Times Higher Education World Rankings in 2013. 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.
FACULTY INFORMATION

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 John Edmunds.

DEPARTMENT INFORMATION

The Department of Population Health (DPH) aims to increase global access to effective treatments and public health interventions, and is a centre of excellence in the measurement and analysis of global consequences of population change. DPH is home to 5 major research groups: Nutrition Group: addressing major nutrition and food-related problems that affect human development, with expertise in under-nutrition, immunity & infection, nutritional genetics, nutrition-related chronic diseases, and agriculture & health; Global Mental Health: conducting research and capacity building in policy, prevention, treatment and care for people living with mental, neurological & substance use disorders; Maternal & Child Health Intervention Research: conducting intervention trials to improve maternal, new born & child survival, and child growth development; Clinical Trials Unit: a fully registered CTU under UK Clinical Research Collaboration, co-ordinating and conducting clinical trials in low, middle and high income countries; Population Studies Group (PSG): conducting research in reproductive & sexual health, the demographic impact of AIDS in Africa, family demography, health & ageing, and methodological work on measurement of health and technical demographic analysis.

The Head of DPH is Professor Basia Zaba.
THE GROUP

The Population Studies Group (PSG), led by Dr Rebecca Sear, is engaged in the measurement and explanation of population trends and the analysis of health and other consequences of population changes. With 21 academic and academic-related staff and 12 research students, PSG represents one of the largest UK research groups in demography, reproductive health research and related disciplines. Most staff work in London, but a few members of staff are based in Ethiopia, Tanzania and Malawi.

PSG has strong programmes of research in both rich and poor countries on topical issues in the fields of reproductive and sexual health, the demographic impact of the AIDS epidemic in Africa, family demography, evolutionary demography, as well as methodological work on demographic analysis techniques. It holds a substantial number of research grants awarded by the MRC, ESRC, Wellcome, and Bill and Melinda Gates Foundation.

PSG provides much of the teaching for the MSc in Demography and Health and the MSc in Reproductive and Sexual Health Research. These courses are long-established Economic and Social Research Council outlets for postgraduate training and the research group currently holds several ESRC DTC and MRC studentships.

THE PROJECT

LSHTM is funded by the Bill and Melinda Gates Foundation to conduct an impact evaluation of ‘DREAMS’ in four settings. Concerned by the high prevalence and incidence of HIV among young women, DREAMS is an investment by PEPFAR to ensure that girls have an opportunity to live Determined, Resilient, Empowered, AIDS-free, Mentored and Safe lives. The Principal Investigators for LSHTM’s impact evaluation are Isolde Birdthistle (DPH) and Sian Floyd (IDE). LSHTM collaborates formally with the following research organisations to evaluate the impact of the DREAMS core package on the incidence of HIV and other health outcomes among adolescent girls and young women, and their male partners:

- The Kenya Medical Research Institute (KEMRI) in Kisumu, Siaya County, western Kenya
- The Africa Population Health Research Center (APHRC) in the informal settlements of Korogocho and Viwandani in Nairobi, Kenya
- Liverpool School of Tropical Medicine (LSTM), working in collaboration with the Centre for Sexual Health and HIV/AIDS Research (CeSSHAR) in multiple sites across Zimbabwe
- The Africa Health Research Institute (AHRI; formerly Africa Centre for Population Health) in Kwa Zulu-Natal, South Africa
**JOB DESCRIPTION**

<table>
<thead>
<tr>
<th>Job Title:</th>
<th>Research Fellow in Medical Statistics &amp; Epidemiology for DREAMS impact evaluations in Kenya, South Africa and Zimbabwe</th>
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<tbody>
<tr>
<td>Department:</td>
<td>Department of Population Health (DPH)</td>
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<tr>
<td>Faculty:</td>
<td>Faculty of Epidemiology &amp; Population Health (EPH)</td>
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<tr>
<td>Location:</td>
<td>Keppel Street, London, UK</td>
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<tr>
<td>Reports to:</td>
<td>Isolde Birdthistle (DPH) and Sian Floyd (Department of Infectious Disease Epidemiology (IDE)), Project Principal Investigators</td>
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<tr>
<td>Responsible for:</td>
<td>n/a</td>
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<tr>
<td>Full Time/Part Time/Casual: Full-time</td>
<td>Hours: 35 hours/week</td>
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<td>Grade:</td>
<td>Research Fellow (Grade 6)</td>
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**Overall Purpose of the job**

We are seeking to appoint a highly motivated research fellow to work collaboratively with an inter-disciplinary research team at LSHTM and with key personnel in the four collaborating institutes, to contribute to impact and causal analyses of data generated from the DREAMS impact evaluation studies.

The post will be based in London and will involve visits to partner institutions to collaborate on impact evaluation analyses in Kenya, South Africa and Zimbabwe.

The post holder will provide training and statistical and data management support to collaborators, for example, to identify data needs and specifications; support and monitor monthly reporting of recruitment and retention in DREAMS studies; conduct analysis of DREAMS outcomes over time and causal analyses based on the conceptual framework for the DREAMS evaluation.

As a co-organiser and facilitator of DREAMS workshops, s/he will provide guidance on analyses and examples of how to implement them, working together with the PIs, data managers and statisticians and epidemiologists from the partner institutions.

S/he will lead and collaborate on analyses of DREAMS’ impact and causal analyses for publication and presentation, for a variety of audiences including researchers, funders, PEPFAR, national/provincial/district governments, and agencies implementing DREAMS in the study sites. Results will be communicated at DREAMS workshops and meetings, international conferences, and dissemination meetings at local and national levels, and LSHTM seminars. S/he will also support researchers from each evaluation site in their data management, analyses and writing up of results. All work will be communicated to, and shared with, responsible people in the Gates Foundation and in-country stakeholders.
The post holder will develop a data management plan and ensure that it adheres to the funder and LSHTM requirements with regard to archiving and making data and results available.

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).

**Main Activities and Responsibilities**

**Research**

1. To chair the DREAMS IE Data Analysis Working Group, by planning, leading, and documenting bimonthly working group calls.
2. To lead impact analysis plans and oversee their adaptation and execution at each evaluation setting.
3. To contribute to the measurement of key indicators required to analyse the impact of DREAMS, along the pathways outlined in the Theory of Change.
4. To liaise with the database programmers and statisticians in each site, to ensure that any difficulties or challenges are overcome in a timely way and that data management and analysis plans are implemented on time.
5. To liaise with key colleagues and collaborators to ensure that reports due to the funder are delivered on time. This includes the monthly reporting of enrolment and retention into DREAMS studies, and timely submission of results for project deliverables.
6. To co-organise and lead sessions at DREAMS evaluation workshops (1-2 workshops per year), including analysis planning, data preparation, data analysis and presentation with research teams from the study sites.
7. To contribute to the writing of peer-reviewed papers including a lead role in some cases.
8. To attend PEPFAR and BMGF’s DREAMS meetings, where appropriate, and present work of the DREAMS evaluation.

**Teaching**

1. To contribute to the delivery of high quality, research-informed teaching and assessment on MSc courses in DPH (including tutor MSc students and supervise MSc projects) in relation to your specific subject and within the broader area covered by your department/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 School, including Committee membership.
2. To participate in own personal development review (PDR).

**External contribution**

1. To demonstrate good external citizenship by contributing to the external academic community, linking with and supporting appropriate external organisations.
2. To promote knowledge translation and enterprise by participating in networks and activities that disseminate research-based knowledge beyond academia.

**Professional development and training**

1. To keep up-to-date with the latest research/thinking in your academic field and with changes to pedagogic practice within LSHTM.
2. 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’s Strategy); and
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.*

**Generic duties and responsibilities of all LSHTM employees**

This job description reflects the present requirements of the post but may be altered at any time in the future as duties and responsibilities change and/or develop providing there is full consultation with the post-holder.

The post-holder will carry out any other duties, tasks or responsibilities as reasonably requested by the line manager, Dean of Faculty, Head of Department or Director of Professional Service.

The post holder will be responsible and accountable for ensuring all School policies, procedures, Regulations and employment legislative requirements are adhered to including equality and diversity and health and safety.

*This job description is not a definitive or exhaustive list of responsibilities but identifies the key responsibilities and tasks of the post holder. The specific objectives of the post holder will be subject to review as part of the individual performance review (appraisal) process.*
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.

| Job Title: Research Fellow in Medical Statistics & Epidemiology for DREAMS impact evaluations in Kenya, South Africa and Zimbabwe |
| Department: Department of Population Health (DPH) |

**Essential**  
(Requirements without which the job could not be done)

- MSc in Medical Statistics.
- Substantial experience of working as a medical statistician, including analysis of large, longitudinal datasets within epidemiological research projects.
- Experience of working as a medical statistician on the design of epidemiological studies and randomised trials.
- Expertise in data management for epidemiological studies.
- Comprehensive knowledge of a statistical software package such as Stata and R.
- Excellent publication record, commensurate with experience.
- Teaching experience at University level.
- Proven ability to deliver training on data management and analysis.
- Proven ability to work effectively as a member of a multidisciplinary scientific team and in a multicultural environment, as well as independently.
- Willingness to undertake visits to sub-Saharan African countries where the research is being conducted, to work together with collaborators on data management and analysis, to deliver workshops, and to present findings to funders and stakeholders.
- Excellent written and oral communication skills in English.

**Desirable**  
(Requirements that would enable the candidate to perform the job well)

- A PhD in Medical Statistics or Epidemiology.
- Experience as lead-author of research published in peer-reviewed journals.
- Experience working on the epidemiology of infectious diseases.
- A good understanding of HIV surveillance systems and research cohort studies in developing countries.
- Experience of working as a statistician in sub-Saharan Africa.
- Have worked with governments, NGOs and/or researchers in one or more of the settings for this project.
SALARY AND CONDITIONS OF APPOINTMENT

The post will be based in London at the London School of Hygiene & Tropical Medicine, travelling periodically to partner sites overseas. The post is available on a full-time basis commencing immediately for 12 months with possibility to extend through to November 2019.

The salary will be on the Academic pathways Grade 6 scale in the range £37,889 - £43,028 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.

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