LONDON SCHOOL OF HYGIENE & TROPICAL MEDICINE  
FACULTY OF EPIDEMIOLOGY & POPULATION HEALTH  
DEPARTMENT OF POPULATION HEALTH  
ASSISTANT PROFESSOR IN EPIDEMIOLOGY & IMPACT EVALUATION  
FURTHER PARTICULARS

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 £110 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. 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.

Our education provision has expanded to more than 1,000 London-based Master's and Research students, 3,000 studying postgraduate courses by distance learning, and 1,000 each year on short courses and continuous professional development. Our free online courses (Moocs) are studied by more than 30,000 participants globally.

The School performs well in various global university league tables. In the US News Best Global Universities Ranking 2017, we are ranked sixth in the world (together with Oxford University) in the fields of social sciences and public health. In the 2016 CWTS Leiden Ranking, the School was ranked fifth in the world for research impact across all disciplines, based on the share of institutions' outputs within the top 1% of papers by citation in all areas of science and independent of size of output.

The School was named University of the Year 2016 by Times Higher Education, in recognition of our response to the Ebola epidemic. The School is 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.
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 for Development (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, Clinical Trials and Demography and Health. 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

Job Title: Assistant Professor in Epidemiology and Impact Evaluation for DREAMS impact evaluations in Kenya, South Africa and Zimbabwe

Department: Department of Population Health (DPH)

Faculty: Faculty of Epidemiology & Population Health (EPH)

Location: Keppel Street, London, UK

Reports to: Isolde Birdthistle (DPH) and Sian Floyd (Department of Infectious Disease Epidemiology (IDE)), Project Principal Investigators

Responsible for: n/a

Full Time/Part Time/Casual: Full-time Hours: 35 hours/week

Grade: Assistant Professor (Grade 7)

Overall Purpose of the job

We are seeking to appoint an experienced and highly motivated epidemiologist as an Assistant Professor within PSG and DPH to work collaboratively with an interdisciplinary research team at LSHTM and with partners in Kenya, South Africa and Zimbabwe, to contribute to the implementation, analysis, writing and dissemination of results from studies designed to evaluate the impact of DREAMS in four settings.

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 work together with LSHTM’s collaborating partners in the implementation and oversight of new data collection for DREAMS, remotely from London and in-person through overseas visits to the DREAMS evaluation settings in Kenya, South Africa and Zimbabwe.
2. To contribute to, and in some cases lead, the statistical analysis and interpretation of data for DREAMS evaluations, in collaboration with partners.
3. To triangulate findings about DREAMS from various data sources, including population-level, cohort, routine data, and in-depth qualitative methodologies.
4. To contribute to, and sometimes lead, writing for dissemination of DREAMS processes and results, including publication in scientific journals.

5. To contribute to capacity building of epidemiological skills among staff at partner institutions.

6. To co-organise the compilation of papers for a journal supplement dedicated to DREAMS, in collaboration with authors across partner organisations.

7. To facilitate communications and joint planning across DREAMS partners, through working group calls, project workshops, newsletters and web-based platforms.

8. To contribute to the presentation of DREAMS evaluation updates and findings for external audiences through meetings, conferences, and other dissemination activities.

Teaching

1. To deliver high quality, research-informed teaching and assessment 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, and/or improving assessment practices, and/or improving aspects of the student experience.

3. To support educational leadership and management by active participation in selected aspects of the curriculum, as appropriate, and by collaborating with professional services staff, centrally and in the Faculty, in carrying out relevant administrative processes.

4. To contribute to research degree student supervision.

5. To support the development of early-career researchers.

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 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: | Assistant Professor in Epidemiology and Impact Evaluation 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)

- PhD or equivalent in epidemiology or public health evaluation or closely related field.
- Experience in the design and implementation of epidemiological and evaluation studies in sub-Saharan Africa.
- Substantial practical experience working in the field of HIV prevention, including knowledge of issues relating to AGYW risk and access to prevention services.
- Proven experience in the statistical analysis of evaluation/observational (non-trial) data.
- Excellent publication record commensurate with experience.
- Experience as lead-author of research published in peer-reviewed journals.
- Proven ability to use a statistical software package such as Stata.
- Ability to work effectively as a member of a multidisciplinary scientific team and in a multicultural environment, as well as independently.
- Excellent written and oral communication skills in English.
- Willingness to undertake visits to sub-Saharan African countries where the research is being conducted.
- Ability to organise their own work effectively to deadlines and exercise initiative and sound judgment in carrying out and managing research tasks.

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

- Have worked with governments, NGOs and/or researchers in one or more of the settings for this project.
- Expertise in designing public health intervention trials or evaluations.
- Teaching experience at higher education level.
- Expertise in data management for epidemiological studies.
- Experience of writing peer reviewed grant applications.
**Academic Expectations: Assistant Professor**

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.

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<tr>
<th>Knowledge generation: Independent researcher with excellent contributions, supporting less experienced researchers and with growing leadership skills</th>
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<tr>
<td><strong>Research and scholarship</strong></td>
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<tr>
<td>• Undertaking research</td>
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<tr>
<td>• Applying for external grants and/or fellowships primarily from 'good'(^1) research funders; contributing to work packages or elements within a large proposal</td>
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<td>• Contributing to financial sustainability of research group including exploring opportunities for industry funding for laboratory research</td>
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<td>• Contributing as lead and co-author in peer-reviewed outputs, as expected by the subject area/discipline in terms of types and volume of output; significant contributions to at least four outputs within the most recent 3 years which are at least internationally excellent(^2)</td>
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<td>• Engaging in other research dissemination including competitively selected oral and poster presentations at leading conferences, invited seminars and talks, and social media contributions such as twitter, blogs, webinars</td>
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<td><strong>Research degree supervision</strong></td>
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<td>• Contributing to research degree supervision(^3) of at least one student, working within supervision team(s), supporting timely completions and peer-reviewed outputs</td>
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<td>• Contributing to summative assessment processes (e.g. upgrade assessments, pre- and post-viva support for students)</td>
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<td><strong>Research management, leadership and support</strong></td>
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<td>• Management of entire research process or significant parts of it, including line and team management, grants management, management of research partner relationships</td>
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<td>• Supporting career development of research team members (e.g. informal mentoring, reviewing draft papers, advising on specific issues e.g. statistical issues, methodology)</td>
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<th>Professional development referenced to RDF</th>
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<td>• Courses and other development activities, including mid-level management and leadership development</td>
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<th>Education: Undertaking teaching and assessment, and developing as a research-informed educator within higher education</th>
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<tr>
<td><strong>Teaching and assessment</strong></td>
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<tr>
<td>• Research-informed teaching, supervision and assessment</td>
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<td>• Contributions to personal tutoring and/or development of less experienced educators (e.g. as peer-observer for PGCILT; as mentor; through leading staff development activities)</td>
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<td>• Participation in course committees and/or exam boards</td>
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<tr>
<td><strong>Educational development and innovation</strong></td>
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<tr>
<td>• Contributions to research-informed educational developments and innovations</td>
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\(^1\) Good research funders are: Research Councils; Government Departments; NIHR; National and overseas charities recognised by HEFCE for QR; Overseas research councils or equivalent including NIH; EU; other agencies (eg NGOs, commercial companies) supporting commissioned research that is consistent with School’s mission and meets School’s cost recovery targets

\(^2\) i.e. of a quality that would be rated highly in assessments of research quality such as those done by UK government, and in peer review processes used by funders

\(^3\) Students registered external to the School can be included (subject to agreement of DRDC/FRDD) where these fulfil capacity-building aims, support important research collaborations, or are a result of a recent move to the School.
• Activities aimed at improving some aspect(s) of the student experience, or quality of education programme(s).

**Education leadership and management**
• Leadership and/or management of selected aspects of the curriculum (e.g. as module organiser/deputy, or responsibility for another aspect of the student experience)
• Supporting others to provide an excellent student experience and solve significant problems
• Contributions to Education Task & Finish Group or similar

**Professional development referenced to UKPSF**
• Activities which lead to PGCILT or equivalent within two years of appointment/promotion to Assistant Professor and Fellow of HEA or equivalent within five years; thereafter continuing professional development.
• Activities that support professional development as an educator (e.g. training/educational studies, work-shadowing, use of feedback from students/colleagues)

**Internal contribution: Contributions to School functioning and development**

**Internal citizenship**
• Engagement in any one year of at least one of: Senate or Senate subcommittee, Ethics Committees, Faculty and Departmental committees; Department, Faculty, School, Centre events or special interest groups; support to external collaborations/partnerships (beyond own research or education role); involvement in mentoring scheme

**School leadership and management roles**
• Not expected

**External contribution: Contribution beyond the School**

**External citizenship**
• Membership of society/conference committees
• Journal, book and/or grant reviews
• Invited presentations

**Knowledge translation and enterprise: options include:**
• Exploiting research-based knowledge beyond academia, eg through IP exploitation, consultancies
• Participation in and development of external networks for the School's benefit, such as identifying sources of funding, contributing to student recruitment, securing student placements, marketing the institution, facilitating outreach work, or building relationships for future activities
• Collecting evidence of research impact for impact case studies
• Supporting public engagement including MOOCs/OERs or other educational outreach
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 in the first instance, with possibility to extend through to November 2019 depending on funding availability. The appointment will be made on the LSHTM Academic Pathway, Assistant Professor scale £44,226 to £50,629, 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. Membership of the USS 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