ASSISTANT PROFESSOR IN EPIDEMIOLOGY

Job Title: ASSISTANT PROFESSOR IN EPIDEMIOLOGY
Department: INFECTIOUS DISEASE EPIDEMIOLOGY
Faculty: EPIDEMIOLOGY AND POPULATION HEALTH
Location: KEPPEL STREET, LONDON
FTE: FULL TIME - 35 HOURS
Grade: ASSISTANT PROFESSOR GRADE 7
Accountable to: DEAN OF FACULTY THROUGH THE HEAD OF DEPARTMENT

Job Summary: To conduct and publish research of the highest quality and educate students to a high academic standard and as a result improve the academic standing and sustainability of the School.

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 Centres, Universities and National Academies, the Association of Schools of Public Health in the European Region, and the Consortium of Universities for Global Health.
ASSISTANT PROFESSOR IN EPIDEMIOLOGY

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.

THE DEPARTMENT

The Department of Infectious Disease Epidemiology conducts research on the epidemiology and control of infectious diseases of public health importance. It also conducts research on maternal and neonatal health. Work is carried out in low-, middle- and high-income countries, including the United Kingdom. Research ranges from ecological studies of variations in disease frequency in different populations, through observational case-control and cohort studies to define risk factors for disease, to randomized controlled trials to test the impact of specific preventive and curative interventions.

The Department Head is Professor Veronique Filippi.

PUBLIC HEALTH ENGLAND

PHE is one of the world’s leading public health institutes. It is an executive agency of the Department of Health and is a distinct delivery organisation with operational autonomy. Alongside PHE’s core function of protecting and improving the nation’s health, it also plays a significant role in the global health arena. Its work in this area is guided both by PHE’s Global Health Strategy, which launched in September 2014, and the Department of Health’s Global Health Security objectives. A key focus of that work is improving global health security; responding to international disease outbreak and other significant events with health impacts (including humanitarian emergencies); and in building public health capacity in LMICs (particularly by supporting implementation of the International Health Regulations). It does this by drawing on the deep and wide ranging public health expertise of its staff and by working with and through other long-standing global health partners, such as the World Health Organization’s Global Outbreak Alert & Response Network, European Union, and International Association for Public Health Institutes.
UK PUBLIC HEALTH RAPID SUPPORT TEAM (UK PHRST)

UK PHRST will continually monitor infectious diseases globally, identifying situations where the deployment of specialist expertise could mitigate these threats.

The UK- PHRST has the following main objectives:

- Within UK Overseas Development Assistance (ODA) eligible countries, support the rapid investigation and response to disease outbreaks at source, with the aim of stopping a public health threat becoming a health emergency
- Conduct rigorous research to aid and improve epidemic preparedness and response
- Generate an evidence base for best practice in disease outbreak interventions within ODA eligible countries
- Train a cadre of public health reservists for the UK PHRST who could be rapidly deployed to respond to disease outbreaks
- Build capacity in-country for an improved and rapid national response to disease outbreaks and contribute to supporting implementation of International Health Regulations

The Director of the UK PHRST is Professor Daniel Bausch.

THE POST

The main purpose of the post is to provide epidemiological support to cover the full range of activities to meet UK PHRST objectives for outbreak response, research, teaching, and capacity building. The post holder must be available to be deployed overseas within 48 hours as part of the response function of the UK PHRST, working alongside a wider team of epidemiologists, clinical researchers, infection prevention and control experts, laboratory experts and others. The post holder may be asked to act as team leader if needed.

The post will be within the LSHTM Department of Infectious Disease Epidemiology. However, extensive work overseas is expected (approximately 50%). When not required for outbreaks, the post holder will support operational research in LMICs and could be based at some of the overseas centres in the well-established networks of collaborators of LSHTM, University of Oxford, King’s College London and PHE. Where the successful applicant is based (London or overseas) is subject to negotiation.

Other key working relationships include:

**Internal**

- Other members of the UK PHRST
- Members of the cross-department academic support faculty for the UK PHRST: including Judith Glynn, John Edmunds, Jimmy Whitworth, Karl Blanchet, Martin Hibberd, Sharon Peacock, Peter Piot.
- Members of the UK PHRST at PHE, University of Oxford, King College London
- Other consultants, scientists, information staff and other colleagues as required to ensure good collaboration and support for the UK PHRST

**External**

- Department of Health and National Institute of Health Research
- Other Government departments, particularly the Department for International Development and the Foreign and Commonwealth Office
- International health organisations, including the World Health Organisation, the International Association of National Public Health Institutes, and the European Centre for Disease Prevention and Control, Centers for Disease Control and Prevention (CDC)
- Global NGOs and humanitarian organisations
- UK public health organisations, including the Association of Directors of Public Health, the Faculty of Public Health, and the Chartered Institute of Environmental Health
- UK Med, the UK government’s partner organisation for emergency medical team deployment
- UK academic and research institutions active in the field of global public health
- Ministries of health, research institutions, public health organisations and rapid response/support teams in other countries
JOB DESCRIPTION

**Main Activities and Responsibilities**

**Outbreak Response**
1. Contribute to the response activities in the country of deployment and the UK PHRST for case detection, contact tracing and monitoring, collection and analysis of epidemiological data.
2. Contribute to the management of complex incidents and outbreaks of infectious diseases, in collaboration with the team leader.
3. Lead and manage the technical and analytical aspects of epidemiological outbreak investigations, including:
   i. Writing protocols for analytical studies.
   ii. Contributing to the production of outbreak control team reports.
   iii. Training outbreak response interviewers in quantitative and, where necessary, qualitative techniques.
4. Support quality assurance and training activities in the acute setting to strengthen critical capacities in the deployed country in the context of the health-care system in collaboration with partners (e.g. Ministry of Health, WHO, NGOs) as appropriate.
5. Support evidence-based identification and management of outbreak priorities and activities.
6. Support response in affected countries to reduce the impact of the outbreak, including scoping the need for further support and research, and providing where possible evidence for decision-making on interventions.

**Surveillance and Data Analysis**
1. Identify surveillance needs and support developments to improve systems in the short and longer term.
2. Support improvements of surveillance systems.
3. Respond to complex or sensitive data requests.
4. Conduct statistical analyses of surveillance data.
5. Interpret surveillance data, and make appropriate recommendations.
6. Manage and supervise scientific and information staff in the development of outputs and statistical analysis.
7. Build and maintain effective relationships with key stakeholders and partners to improve data flow and completeness.

**Research**
1. Develop proposals for operational research, and apply for funding and ethical approval as appropriate.
2. Manage and deliver on research studies.
3. Analyse datasets with appropriate methods to answer research questions.
4. Perform systematic reviews of literature to develop guidelines e.g. on optimal response to outbreaks.
5. Present at scientific conferences, meetings and other fora.
6. Publish and present scientific papers on public health surveillance, outbreaks and infectious disease control in collaboration with health, public health, academic and other partners.
8. Contribute to public health scientific analyses and writing reports on specific projects, regular and ad hoc publications and peer reviewed publications.

**Partnership and Networking**
1. Develop and nurture key relationships with a wide range of individuals and stakeholders to promote all aspects of the role.
2. Contribute to building regional and in-country capacity and capability through training and...
coaching, in line with International Health Regulations (IHR) and Global Health Security Agenda requirements

Teaching and Training
1. Contribute to teaching and training programmes and activities on surveillance and epidemiology in outbreak-prone countries and at LSHTM
2. Teach colleagues and stakeholders on outbreak/infectious disease surveillance and epidemiology, and support ongoing training activities within relevant LSHTM departments.
3. Develop teaching material and courses.
4. Contribute to supervision of at least one research degree student
5. Opportunity to take the LSHTM post graduate certificate in learning and teaching qualification (PG CILT)

Management
1. Actively engage with internal and external colleagues (meetings, problem-solving, sharing knowledge/information etc.)
2. Be responsible for managing own workload, including developing objectives and reviewing progress against these.
3. Comply with Information Governance standards including understanding the ethical, legal and technical obligations for protection of personal patient information.

Personal and Professional Development
1. Pursue a programme of continuous professional development in accordance with any relevant professional registration or statutory requirements, including the possibility to pursue a staff PhD
2. Undergo pre-deployment training and other appropriate training courses as required by members of the deployable RST.
3. Pursue other statutory and mandatory training, in accordance with LSHTM requirements.
4. Participate in the organisation’s staff appraisal scheme and departmental audit.
5. Agree individual supervision or mentorship arrangements with line manager.

Other Duties
1. The above is an outline of the tasks, responsibilities and outcomes required of the role: the appointee will carry out any other duties as may reasonably be required by your line manager with appropriate training.
2. The job description and person specification may be reviewed on an ongoing basis in accordance with the changing needs of the UK PHRST.

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);
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 RESPONSIBILITY OF ALL LSHTM EMPLOYEES
1. 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.
2. 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 Directors of Professional Services.
3. 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.
4. 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 annual 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.

<table>
<thead>
<tr>
<th>Description</th>
<th>Essential</th>
<th>Desirable</th>
<th>Assessment</th>
</tr>
</thead>
</table>

### Qualification

<table>
<thead>
<tr>
<th>Description</th>
<th>Essential</th>
<th>Desirable</th>
<th>Assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhD in Epidemiology, public health or allied discipline or equivalent experience</td>
<td>✓</td>
<td></td>
<td>A</td>
</tr>
</tbody>
</table>

### Knowledge and experience

Experience as defined by type/level (not length)

<table>
<thead>
<tr>
<th>Description</th>
<th>Essential</th>
<th>Desirable</th>
<th>Assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excellent knowledge and experience in epidemiology for outbreak and related investigations</td>
<td>✓</td>
<td></td>
<td>A,I</td>
</tr>
<tr>
<td>Solid knowledge of principles and practice of surveillance, including data management, data transmission, data security, data quality, data analysis and data reporting</td>
<td>✓</td>
<td></td>
<td>A,I</td>
</tr>
<tr>
<td>Significant experience of international health or health research work in low income settings</td>
<td>✓</td>
<td></td>
<td>A,I</td>
</tr>
<tr>
<td>Experience of managing health-related programmes and training surveillance/health staff in low income countries.</td>
<td>✓</td>
<td></td>
<td>A,I</td>
</tr>
<tr>
<td>Experience of teaching epidemiology and/or outbreak investigation</td>
<td>✓</td>
<td></td>
<td>A,I</td>
</tr>
<tr>
<td>Experience of designing, implementing and analyzing research studies in relevant fields in low/middle income settings</td>
<td>✓</td>
<td></td>
<td>A,I</td>
</tr>
<tr>
<td>Experience of interacting with government, UN, NGO and local organisations in low and middle income settings</td>
<td>✓</td>
<td></td>
<td>A,I</td>
</tr>
<tr>
<td>Understanding of health protection issues, confidentiality, information governance and data protection</td>
<td>✓</td>
<td></td>
<td>A,I</td>
</tr>
</tbody>
</table>

### Skills and capabilities

<table>
<thead>
<tr>
<th>Description</th>
<th>Essential</th>
<th>Desirable</th>
<th>Assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Able and willing to be deployed to outbreak situations without delay (within 48 hours)</td>
<td>✓</td>
<td></td>
<td>A,I</td>
</tr>
<tr>
<td>Strong capacity to support and manage outbreak-response activities in acute situations</td>
<td>✓</td>
<td></td>
<td>A,I</td>
</tr>
<tr>
<td>Excellent oral and written communication skills</td>
<td>✓</td>
<td></td>
<td>A,I</td>
</tr>
<tr>
<td>Excellent analytical skills, and proficiency in common statistical/database/mapping tools such as STATA, R, GIS, network analysis, SQL, etc.</td>
<td>✓</td>
<td></td>
<td>A,I</td>
</tr>
<tr>
<td>Able to build and maintain effective relationships with co-workers and key stakeholders</td>
<td>✓</td>
<td></td>
<td>A,I</td>
</tr>
</tbody>
</table>
**ASSISTANT PROFESSOR IN EPIDEMIOLOGY**

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Status</th>
<th>Essential/Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proven scientific report / article writing skills</td>
<td>✓</td>
<td>A,I</td>
</tr>
<tr>
<td>Able to work under own initiative and respond to sudden unexpected demands</td>
<td>✓</td>
<td>A,I</td>
</tr>
<tr>
<td>Ability to communicate (speak/read) at a working level in French, Spanish and/ or Arabic</td>
<td>✓</td>
<td>A,I</td>
</tr>
</tbody>
</table>

**Equality and diversity**

- An understanding of and commitment to equality of opportunity and good working relationships, both in terms of day-to-day working practices, but also in relation to management systems

*Assessment will take place with reference to the following information

A = Application form
I = Interview
C = Certificate
T = Test

Essential: Requirement without which the job could not be done
Desirable: Requirements that would enable the candidate to perform the job well
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.

<table>
<thead>
<tr>
<th>Knowledge generation: Independent researcher with excellent contributions, supporting less experienced researchers and with growing leadership skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research and scholarship</td>
</tr>
<tr>
<td>• Undertaking research</td>
</tr>
<tr>
<td>• Applying for external grants and/or fellowships primarily from ‘good’ research funders; contributing to work packages or elements within a large proposal</td>
</tr>
<tr>
<td>• Contributing to financial sustainability of research group including exploring opportunities for industry funding for laboratory research</td>
</tr>
<tr>
<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</td>
</tr>
<tr>
<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>
</tr>
<tr>
<td>Research degree supervision</td>
</tr>
<tr>
<td>• Contributing to research degree supervision of at least one student, working within supervision team(s), supporting timely completions and peer-reviewed outputs</td>
</tr>
<tr>
<td>• Contributing to summative assessment processes (e.g. upgrade assessments, pre- and post-viva support for students)</td>
</tr>
<tr>
<td>Research management, leadership and support</td>
</tr>
<tr>
<td>• Management of entire research process or significant parts of it, including line and team management, grants management, management of research partner relationships</td>
</tr>
<tr>
<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>
</tr>
<tr>
<td>Professional development referenced to RDF</td>
</tr>
<tr>
<td>• Courses and other development activities, including mid-level management and leadership development</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Education: Undertaking teaching and assessment, and developing as a research-informed educator within higher education</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teaching and assessment</td>
</tr>
<tr>
<td>• Research-informed teaching, supervision and assessment</td>
</tr>
<tr>
<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>
</tr>
<tr>
<td>• Participation in course committees and/or exam boards</td>
</tr>
<tr>
<td>Educational development and innovation</td>
</tr>
<tr>
<td>• Contributions to research-informed educational developments and innovations</td>
</tr>
<tr>
<td>• Activities aimed at improving some aspect(s) of the student experience, or quality of education programme(s).</td>
</tr>
<tr>
<td>Education leadership and management</td>
</tr>
<tr>
<td>• 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)</td>
</tr>
</tbody>
</table>

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 (e.g. 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.
**Assistant Professor in Epidemiology**

- 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
ASSISTANT PROFESSOR IN EPIDEMIOLOGY

SALARY AND CONDITIONS OF APPOINTMENT
The post is available full-time commencing as soon as possible. The post will be available as a fixed-term contract and is funded until 31 March 2021 in the first instance. The role is based in London, UK. Applicants must have the right to work in the UK. However, given extensive work overseas is expected (approximately 50%), the contractual office location can be based subject to negotiation. The salary will be on the LSHTM Academic Pathway Assistant Professor scale, in the range £44,226 - £50,629 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.

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

Date compiled: May 2017