

# Research Fellow

<b>Job Title:</b>	Research Fellow
<b>Department:</b>	Department of Non-communicable Disease Epidemiology (NCDE)
<b>Faculty:</b>	Epidemiology and Population Health (EPH)
<b>Location:</b>	Keppel Street, London, WC1E 7HT
<b>FTE:</b>	Full-time (FTE 1) 100%
<b>Grade:</b>	G6
<b>Accountable to:</b>	Head of Department through Principal Investigator (PI)
<b>Job Summary:</b>	Research Fellow in Epidemiology

## 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.

## 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.

## THE DEPARTMENT

**The Department of Non-Communicable Disease Epidemiology** is a focal point for research on the epidemiology of non-communicable diseases at the London School of Hygiene & Tropical Medicine. Research interests range from genetic, metabolic and endocrine disease mechanisms to personal behaviours and the population health effects of changes in national diets and drinking behaviours. Themes include determinants of ethnic variation in disease risk; adverse drug reactions; epidemiology of ageing; cardiovascular disease; growth factors and cancer risk; natural history of genital human papillomavirus (HPV); time trends in cancer survival. We have a growing programme of research on non-communicable diseases in low and middle income countries, including India and the former Soviet Union. The unit has considerable methodological strength and experience, particularly in the conduct and analysis of large scale longitudinal cohort and record linkage studies. We work closely with colleagues in other units and departments and have excellent collaborative links with researchers in other institutions around the world. Funding comes from a wide variety of sources including the Medical Research Council, the Wellcome Trust and Cancer Research UK.

The Head of Department is Professor Sanjay Kinra.

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**

### **Research Fellow**

We are seeking to appoint a Research Fellow in epidemiology. The post holder will report to and support the work of the Project Leader, Professor David Leon.

This is an exciting full-time post for a researcher in the first part of their post-doctoral career who is keen to broaden their analytic experience and add to their list of publications. They will join a strong international research team who work on the project “Cardiovascular disease in Russia: strengthening evidences about causes, mechanisms, prevention and treatment”.

This project aims to contribute to the reduction of cardiovascular disease mortality in Russia. This will be achieved through the creation of new and more definitive knowledge about the nature and causes of cardiovascular disease in Russia compared to other countries, as well as by providing evidence about the scope to improve the prevention and treatment of cardiovascular disease in Russia.

The post-holder will work with a team who have spent the past few years (2016-18) completing the collection of high quality population-based data on 4500 working age men and women in Russia. This Wellcome Trust funded project aims to further our understanding of why Russia has one of the highest cardiovascular mortality rates in the world.

The post-holder will be expected to play a central role in the precise formulation of key research questions and in the data analyses, interpretation and writing up of results for publication. In addition, they will be expected to contribute to other papers being produced within the research team. This position is particularly attractive because much of the data to be used has already been extensively cleaned and documented. As a result the analytic effort will be mainly focussed on addressing substantive questions.

The data is unusually rich, including behavioural risk factor profiles and a wide range of objective biomedical characteristics relevant to cardiovascular and other important chronic diseases. These include extensive biochemistries, ECHO cardiographic profiles, measures of carotid atherosclerosis and respiratory function. A particularly exciting aspect of the study is that we are making direct comparisons with the Tromsø 7 study in Norway (2016), where rates of cardiovascular mortality are eight times lower than in Russia.

The post-holder will be based in London in the Department of Non-Communicable Diseases Epidemiology in the Faculty of Epidemiology and Population Health. They will work directly with Professor David Leon, the lead PI of the project, as well as other members of the research team both in London as well as in Russia, Norway and Germany. They will be encouraged and supported to put forward their own formulation of the research questions to be addressed and to show extensive initiative in exploring analyses and approaches to writing up for publication. We will support the successful candidate to achieve her/his academic goals and provide mentoring and guidance where needed.

## **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;
2. To contribute to peer-reviewed publications, including as lead author;
3. To make a contribution to research degree 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 formulate key research questions and lead the data analyses, interpretation and writing up of results for publication
6. To contribute to academic papers being produced within the research team

### **EDUCATION**

1. To contribute to the delivery of high quality, 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.

### **INTERNAL CONTRIBUTION**

1. To undertake activities that support the Department, Faculty or the School;
2. To participate in the School's PDR process.
3. To participate in international meeting in the UK, Russia, Norway and elsewhere related to the research project

### **EXTERNAL CONTRIBUTION**

1. To demonstrate good external citizenship by contributing to learned society/conference events, journal and grant reviews etc;
2. To promote knowledge translation by participating in networks and activities that disseminate research-based knowledge and results beyond academia.

### **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 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 Strategy document);
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.*

[JAN 2017]

## PERSON SPECIFICATION

This form lists the essential and desirable requirements needed by the post holder to be able to perform the job effectively.

### ESSENTIAL CRITERIA:

1. PhD in epidemiology or closely related quantitative population science
2. Extensive experience of data management and statistical analysis of large datasets
3. In depth experience of using STATA
4. Well grounded understanding of epidemiological study designs and concepts as applied in observational data
5. Experience of taking a broad scientific question and turning it into a well defined series of questions that can be addressed by the analysis of a particular set of data
6. Publication of 2 or more papers in the international literature where candidate has played a leading role in the drafting of the paper, submission to a journal and experience of responding to reviewers' comments
7. Demonstrable experience of independently identifying and solving issues that arise throughout the research process from formulation of a question through to eventual publication

### DESIRABLE CRITERIA

1. Previous research experience in the field of cardiovascular epidemiology
2. Knowledge of and experience in more advanced statistical methods of analysis such as multi-variable imputation and mediation analysis

## **SALARY AND CONDITIONS OF APPOINTMENT**

The post is funded until 31 December 2019 . The salary will be on the Academic scale, Grade 6 scale in the range £38,533 - £43,759 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.

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 shortlisted. Online applications will be accepted by the automated system until 10pm of the closing date. Any queries regarding the application process may be addressed to [jobs@lshtm.ac.uk](mailto: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**

The School will comply with the Immigration, Asylum and Nationality Act 2006, which requires all employees to provide documentary evidence of their legal right to work in this country prior to commencing employment. Candidates will be required to bring their passport (and visa if applicable) to interview so that it can be copied and verified.

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

Further information about Certificate of Sponsorship and eligibility to work in the UK, can be found at: [www.ukba.homeoffice.gov.uk/employers/points](http://www.ukba.homeoffice.gov.uk/employers/points).

Date compiled: March 2017

## 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.

<b><i>Knowledge generation: Independent contributions and a clear trajectory towards excellence as an academic researcher</i></b>
<b><i>Research and scholarship</i></b> <ul style="list-style-type: none"><li>• Undertaking research</li><li>• 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</li><li>• Contributing to peer-reviewed outputs, including as first author, as expected by the subject area/discipline in terms of types of output</li><li>• Poster/oral presentations at relevant conferences, translation of research findings into educational materials</li><li>• Social media contributions such as twitter, blogs, web-based media or webinars</li></ul> <b><i>Doctoral degree supervision</i></b> <ul style="list-style-type: none"><li>• For RFs with Doctorate, some contribution to doctoral degree supervision is encouraged (eg specialist skills training; ad hoc advice; advisory committees). RFs without a Doctorate may also advise in areas of specialist knowledge<sup>1</sup></li></ul> <b><i>Research management, leadership and support</i></b> <ul style="list-style-type: none"><li>• Effective management of own time and activities</li><li>• Management of small research grants or elements of larger grants, including management of data collection and relationships with research collaborators, support to grants management</li></ul> <b><i>Professional development</i></b> <ul style="list-style-type: none"><li>• Courses and other professional development activities, referenced to RDF</li><li>• To register for and complete a doctoral degree (if not already acquired), if contract and funding source permit;</li></ul>
<b><i>Education: Basic competence in teaching and assessment</i></b>
<b><i>Teaching and assessment</i></b> <ul style="list-style-type: none"><li>• Research-informed teaching and assessment contributions (e.g. contributions to modules, MSc project supervision)</li></ul> <b><i>Educational development and innovation</i></b> <ul style="list-style-type: none"><li>• Contributing to the development of new educational materials, learning opportunities or assessments approaches</li></ul> <b><i>Education leadership and management</i></b> <ul style="list-style-type: none"><li>• None expected</li></ul> <b><i>Professional development</i></b> <ul style="list-style-type: none"><li>• Participation in professional development activities referenced to UKPSF (e.g. HEA, PGCILt, preparation for doctoral degree supervision, shadowing more experienced colleagues)</li></ul>
<b><i>Internal contribution: Contributions to School functioning and development</i></b>
<b><i>Internal citizenship</i></b> <ul style="list-style-type: none"><li>• Contributing to at least one Department, Faculty, School, or Centre event or special interest group in any one year;</li><li>• Supporting external School collaborations/partnerships (beyond own research or education role) where relevant</li></ul> <b><i>School leadership and management roles</i></b> <ul style="list-style-type: none"><li>• None expected</li></ul>

<sup>1</sup> Such RFs are expected to be registered for a doctorate



<b><i>External contribution: Contribution beyond the School</i></b>
<i>External citizenship</i> <ul style="list-style-type: none"><li>• Contributing to learned society/conference events, journal and grant reviews etc</li></ul> <i>Knowledge translation and enterprise: not expected but options include:</i> <ul style="list-style-type: none"><li>• Collecting evidence of research impact for impact case studies (e.g. policy records, correspondence with policy makers, media highlights)</li><li>• Engaging with policy/practice/industry/NGO communities and the general public</li><li>• Supporting MOOCs/OERs or other (e.g. educational) outreach</li></ul>