

RESEARCH FELLOW OR ASSISTANT PROFESSOR

LONDON
SCHOOL of
HYGIENE
& TROPICAL
MEDICINE



Job Title:	Research Fellow or Assistant Professor
Department:	Department of Population Health
Faculty:	Epidemiology & Population Health
Location:	Keppel Street London
FTE:	1.0 Full time
Grade:	Research Fellow Grade 6/ Assistant Professor Grade 7
Accountable to:	Head of Department through Principal Investigator (PI)
Job Summary:	<p>This is an exciting opportunity to join a well-established and renowned group of interdisciplinary scientists in The Nutrition Group within the Department of Population Health at LSHTM.</p> <p>We are seeking to appoint a Research Fellow or an Assistant Professor with expertise in nutrition for global health. The post-holder will work at the forefront of innovative research that seeks to provide evidence to Indian policymakers to help inform transformative policy action in delivering nutritious foods to the poor. The position offers an excellent opportunity to design and investigate complex market-based interventions, with demand creation, to improve maternal and child diet quality in India.</p> <p>The research programme, Indian Food Systems for Improved Nutrition (INFUSION), aims to study ways which market-level interventions can increase the consumption of nutritious foods among marginalised populations in Bihar and Odisha, India. The research programme will focus on perishable micronutrient-rich fruits and vegetables and animal-source foods (ASFs), because consumption is currently less than half of recommended intake in India. Market dynamics are pulling these foods away from rural areas and small towns, and the Indian government is requesting evidence on how to strengthen these supply chains and create demand for nutritious foods. The research programme is led by Prof. Bhavani Shankar (University of Sheffield) and Prof. Suneetha Kadiyala (LSHTM).</p> <p>The successful candidate will have a doctoral degree in public health nutrition or a closely related discipline. The successful candidate will have a considerable track record conducting quantitative research in nutrition, with experience in maternal and child undernutrition in low-and-middle-income countries, as well as a strong interest in hands-on research and data collection. The post-holder will work closely with the INFUSION team in the UK and in India and will be expected to contribute substantially to the design and execution of market-based intervention trials, data analysis, and writing publications to the highest standard of scientific excellence. The post requires approximately 40-60 days of travel to India per year.</p> <p>Teaching of postgraduate students will also be required on relevant MSc programmes across LSHTM.</p>

General Information

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.

To discover more about LSHTM please click [here](#).

Our Values

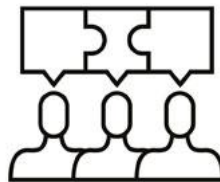
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. To find out more please click [here](#).



**Act with
integrity**



**Embrace
difference**



**Work
together**



**Create
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 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 in Health. The Faculty also has approximately 120 research students studying for an MPhil, PhD or DrPH degree. The Dean of Faculty is Professor Elizabeth Allen.

The Department of Population Health

The Department of Population Health aims to bring important benefits to global population health and health equity by generating, evaluating and disseminating effective interventions, treatments and policies. It is a centre of excellence in the determinants and consequences of population change.

Our research involves epidemiology, drug trials, complex intervention development and trials, demography, research on the mechanisms of disease, treatments and interventions, qualitative research and systematic reviews of evidence, and evidence to improve the health and wellbeing of people with disabilities globally. We work on some of the largest public health issues in the world including: climate change and planetary health, Covid-19, demography, emergency care, global mental health, maternal, newborn and child health (MNCH), nutrition, non-communicable disease and sexual and reproductive health (SRH). The Department of Population Health has strong links with the Malawi Epidemiology and Intervention Research Unit (MEIRU), the MRC unit the Gambia, international agencies and a large network of overseas research collaborators. The Co-Heads of Department are Professor Caroline Free and Professor Jim Todd.

Project Description

INFUSION seeks to establish, test and deliver evidence for a suite of climate-sensitive and socially-equitable market interventions that improve the availability and affordability of nutrient-dense foods (especially fruits, vegetables and animal-sourced foods) in rural and often marginalized communities in India. Co-designing interventions with national and state level policymakers and stakeholders, INFUSION will assess the extent to which consumption of nutrient-dense foods can be improved by increasing the density, quality, connectivity and inclusivity of markets for nutrient-dense foods, as well as creating demand for these nutrient-dense foods. INFUSION has the following workstreams:

- a) **Foundational:** Using secondary data and primary datasets assembled at various levels and intensities, this workstream aim to better understand the role that rural *haats* (local market places) play in the nutrition of the rural poor, the ways in which *haats* need strengthening, and what complementary actions such as demand creation are required to increase the consumption of nutrient-dense foods across vulnerable groups.
- b) **Intervention development and testing:** Through formative research and using data from the foundational research, this workstream aims to co-develop and test two interventions led by the Government of Bihar's initiative, JEEViKA. These include:
- **Healthy *haats*:** Traditional *haats* (local retail markets), a key market feature of local rural food environments, are the critical conduit for nutrient flows to rural populations. *Haats* are responsive to seasonality as vendors tend to procure and sell seasonal produce, and if strengthened, have the potential to bridge the seasonal nutrient deficits of vulnerable populations. With JEEViKA, and building on their experience to date, INFUSION will develop the concept of new “healthy *haats*” and consumer demand creation strategies and will test their feasibility in improving diet quality.
 - **Nutrition Security Fund:** Whilst subsidies, food assistance, and other social protection programs across India have focused on (and successfully increased) staple food affordability and access, this has come at the expense of both supply and demand for nutrient dense foods. The Food Security Fund which the Government of Bihar (JEEViKA) has operated for more than a decade to increase consumption of staple foods – predominantly rice – in poor households. In INFUSION, we will incorporate nutrition security objectives into the Food Security Fund, to create a ‘Nutrition Security Fund’ that will bring nutrient-dense foods and dietary behaviour change intervention components into the scheme’s ambit. INFUSION with JEEViKA will co-develop and roll-out a cluster randomised controlled trial of this Nutrition Security Fund in Bihar.
- c) **Responsive:** In addition to the core research programme above, a critical aspect of INFUSION is to be responsive to research demands that emerge from policy stakeholders throughout the life of the grant. We will identify opportunities and/or respond to demand, providing support to ongoing efforts through short studies, rapid applied research, and research advice.

The portfolio of duties outlined below will vary in accordance with the academic expectations of the role, which may be varied from time to time, and agreed at your annual Performance and Development Review (PDR).

The post-holder will be required to travel to Bihar and Odisha, India frequently (approximately 40-60 days per year) to work collaboratively with the INFUSION collaborators, to ensure that intervention design is grounded in the context and to train and supervise data collection.

Job Description

Main Activities and Responsibilities

Knowledge Generation

Research Fellow

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 LSHTM policies;
5. To engage with key research stakeholders in co-design and co-delivery of INFUSION research programme. This will include development of research protocols, survey tools and intervention design protocols; coordination of meetings and research activities between partners; training and ongoing monitoring and support of data collection systems; data analysis and publication writing.

Assistant Professor

1. To deliver high quality research & scholarship in your field of study, individually and in collaboration with others, by applying for external grants/fellowships from good¹ research funders, publishing peer-reviewed outputs as lead and co-author and evaluating teaching practice;
2. To contribute to doctoral student supervision;
3. To manage research grants and promote and ensure compliance with good practice in relation to the conduct of research, the ethics policy, and other relevant LSHTM policies;
4. To support the development of early-career researchers;
5. To engage with key research stakeholders in co-design and co-delivery of INFUSION research programme. This will include leading the development of research protocols, survey tools and intervention design protocols; coordination of meetings and research activities between partners; leading training and ongoing monitoring and support of data collection systems; leading data analysis and publication writing.

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 LSHTM's mission and meets LSHTM's cost recovery targets

Education

Research Fellow

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 LSHTM's education, by participating in the development of new and updated learning and teaching materials or approaches;

Assistant Professor

1. To deliver high quality, inclusive, 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 and inclusivity of LSHTM'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;

Internal Contribution

Research Fellow

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

Assistant Professor

1. To undertake activities that support the Department, Faculty, MRC Unit or LSHTM, including Committee membership;
2. To reflect LSHTM's EDI goals in your work and behaviour;
3. To participate in own PDR and undertake those of others;

External Contribution

Research Fellow

1. To demonstrate good external citizenship by contributing to learned society/conference events, journal and grant reviews etc;

Assistant Professor

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

Professional Development and Training

Research Fellow

1. To keep up to date with the latest research/thinking in your academic field and with changes to pedagogic practice within LSHTM 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 LSHTM appropriate to the role;

Assistant Professor

1. To keep up-to-date with the latest research/thinking in your academic field and with changes to pedagogic practice within LSHTM and more generally;
2. To undertake and successfully complete the mandatory training required by LSHTM 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 LSHTM 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 LSHTM's best interests;
2. Treat staff, students and visitors with courtesy and respect at all times;
3. Comply fully with LSHTM 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 LSHTM's values (as set out in the LSHTM Strategy);
5. Act as ambassadors for LSHTM when hosting visitors or attending external events

Academic Expectations

All academic roles have a statement of academic expectations attached to each level. Please ensure that these have been read and understood. The academic expectations can be found [here](#).

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.

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:

Research Fellow

1. A doctoral degree in public health nutrition or a closely related discipline
2. Demonstrated experience undertaking quantitative research in nutrition, with a good understanding of maternal and child undernutrition in low-and-middle income countries
3. Demonstrated experience in the collection, management and analyses of high-quality dietary and anthropometry data
4. Some experience in intervention development, ideally with a focus on demand creation/behaviour change communication and evaluation
5. Contributions to written output, preferably peer-reviewed, as expected by the subject area/discipline in terms of types and volume of outputs.
6. Proven ability to work independently, as well as collaboratively as part of a research team, and proven ability to meet research deadlines.
7. Evidence of excellent interpersonal skills, including the ability to communicate effectively both orally and in writing.
8. Evidence of good organizational skills, including effective time management.

Assistant Professor

1. A doctoral degree in public health nutrition or a closely related discipline.
2. Demonstrated expertise in independently leading quantitative research in nutrition, with an excellent understanding of maternal and child undernutrition in low-and-middle income countries
3. Demonstrated expertise in the collection, management and analyses of high-quality multipurpose household survey data with proficiency in dietary and anthropometry data
4. Substantial experience in intervention development, ideally with a focus on demand creation/behaviour change communication and evaluation
5. Contributions 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 5 years which are at least internationally excellent².
6. Proven ability to work independently, as well as collaboratively as part of a research team, and to meet research deadlines.
7. An understanding of the strategies for improving equity and inclusion in research and or learning and teaching.
8. Evidence of excellent interpersonal skills, including ability to communicate effectively both orally and in writing.

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

9. Evidence of good organizational skills, including effective time management.

Desirable Criteria

Research Fellow

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. Experience working in multi-disciplinary research settings.
5. Support field work and research in low- and middle-income country settings.
6. Experience in working on cluster randomised controlled trials in low and middle-income countries.
7. Some experience in qualitative research methods.
8. Experience in conducting research in South Asia.

Assistant Professor

1. Experience of generating research income such as fellowships, and/or small project grants, and/or supporting grant applications of others.
2. Some experience of supervising and supporting junior researchers and/or research degree students, and non-academic staff.
3. Some experience of undertaking teaching and assessment.
4. Demonstrable evidence of promoting inclusion in research and or learning and teaching.
5. A teaching qualification.
6. Experience working in multi-disciplinary research settings.
7. Substantial contributions to research and experience in field work in low- and middle-income country settings.
8. Experience in working on cluster randomised controlled trials in low and middle-income countries.
9. Experience in qualitative research methods.
10. Experience conducting research in South Asia

E-Essential: Requirement without which the job could not be done

D-Desirable: Requirements that would enable the candidate to perform the job well

Salary and Conditions of Appointment

The post is fixed term until 31 May 2027 and full time 35 hours per week, 1.0 FTE. The post is available immediately. The salary will be on the Academic scale, Grade 6 for Research Fellow scale in the range £42,875 - £48,691 or Grade 7 for Assistant Professor scale in the range £50,048 - £57,013 per annum pro rata (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 "Wellbeing Days". Membership of the Pension Scheme is available.

LSHTM has a Hybrid Working Framework, which alongside agreed service requirements, enables teams to work more flexibly (if the role allows), promoting a greater wellbeing and work/life balance.

Application Process

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. We regret that late applications cannot be accepted. 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", "Yes" or "No" will not be considered acceptable and will not be scored.

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

LSHTM will comply with current UKVI legislation, 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 email a copy of their passport (and visa if applicable) to HR prior to their interview and if appointed will be asked to bring the original documents in to be copied and verified before their start date.

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 Sponsorship and eligibility to work in the UK, can be found at: <https://www.gov.uk/guidance/immigration-rules/immigration-rules-appendix-skilled-worker>

Date amended: May 2023