

# RESEARCH FELLOW



<b>Job Title:</b>	<b>Research Fellow</b>
<b>Department:</b>	Public Health, Environments and Society
<b>Faculty:</b>	Public Health and Policy
<b>Location:</b>	London
<b>FTE:</b>	0.8
<b>Grade:</b>	G6
<b>Accountable to:</b>	Head of Department through co Principal Investigator Lucy Platt
<b>Job Summary:</b>	The post holder will provide epidemiological support, including research design, data collection, management and analysis, on the SWERV! project, involving an impact evaluation of National Ugly Mugs (NUM), a violence prevention and survivor support intervention for and by people who sell sex.

## General Information

The London School of Hygiene & Tropical Medicine (LSHTM) is one of the world's leading public health universities.

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.

Staff and students are committed to helping create a more healthy, sustainable and equitable world for everyone, because we believe our shared future depends on our shared health.

We embrace and value the diversity of our staff and student population and seek to promote equity, diversity and inclusion as essential elements to improve 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 find out more please visit our [Introducing LSHTM page](#).

## Our Values

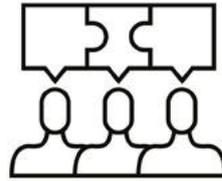
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**Act with  
integrity**



**Embrace  
difference**



**Work  
together**



**Create  
impact**

## Faculty Information

The School is divided into three academic faculties, of which the Faculty of Public Health & Policy is responsible for research and teaching in the policy, planning and evaluation of health programmes and services. Its interests are both national and international, encompassing industrialized and low and middle-income countries. The Faculty has three research departments:

- Global Health and Development
- Health Services Research and Policy
- Public Health, Environments and Society

In the Faculty there are about 50 Professional Services staff members, and 280 academic staff drawn from a variety of disciplines including medicine, statistics, epidemiology, sociology, economics, anthropology, operational research, psychology, nursing and history. Each department is responsible for its own research. The School has adopted a rotating system of management for its academic departments and faculties. The management of a department is under the control of the Department Head, appointed by the Director for a period of three years in the first instance. The Faculty Head is appointed in a similar manner but for an initial period of up to five years.

The Faculty of Public Health and Policy is responsible for organizing a one-year Master's course in Public Health, which allows students to take either a general MSc in Public Health, or to follow one of several more specialised streams: Health Services Management, Health Promotion, Environmental Health or Health Services Research. The Faculty also jointly teaches the MSc Public Health in Developing Countries and MSc Control of Infectious Disease (with the Faculties of Infectious and Tropical Diseases and Epidemiology and Population Health), and MSc Health Policy, Planning and Financing (jointly with the London School of Economics). Master's courses are organized in a modular format across the whole School. One of the growing areas of Faculty teaching is distance-based learning, with MScs in Public Health and Global Health Policy

The Faculty has also reorganized and expanded its research degree (MPhil/PhD; DrPH) training.

### **Department of Public Health, Environments and Society (PHES)**

The Department (headed by Professor Steve Cummins) is one of three in the Faculty of Public Health and Policy and based in Tavistock Place. PHES carries out internationally renowned research into the social and environmental determinants of health and the evaluation and analysis of public health policy. It has a strong multi-disciplinary focus, with researchers working in the fields of sociology, anthropology, geography, history, epidemiology, and evaluation. Its principal areas of research include: drug use and health behaviour; sexual and reproductive health; young people's health; co-production in health; the social determinants of health; social interventions in health; the built environment and health; the environment, climate change and health; and history and health.

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).

## **Role Purpose**

This role will contribute to the SWERV! project, an exciting and interdisciplinary programme of work to build the evidence base on what works best in community-based violence prevention interventions to improve sex workers' safety and mental health. The project is a partnership between sex workers and sex worker-led organisations including the UK charity National Ugly Mugs, the University of Brunel and the London School of Hygiene and Tropical Medicine and funded by the National Institute of Health and Social Care Research. The aim of the project is to evaluate the implementation, impact, cost and cost-effectiveness of National Ugly Mugs (NUM), a community-based violence intervention on sex workers' safety and mental health. The evaluation will focus on three key aspects of the service including: i) a community alert and reporting system, that raises awareness of potentially dangerous people and situations that pose a threat to sex workers; ii) a national database of violence and other crimes through which sex workers can screen potential clients (NUMchecker); and iii) case work provided by Independent Sexual Violence Advisors (ISVAs) who provide victim support from 'report to court'; access to emergency resources as well as government and community services; facilitate access to sex-worker-friendly (mental) health and addictions support, and other resources to heal and recover from violence and prevent harm.'

We will use a mixed-method, quasi-experimental design, informed by realist evaluation principles, with participatory methods at the heart of our work. This means that sex workers are centrally involved (as researchers, advisors and through discussion workshops) in designing and carrying out the research. Our participatory approaches are guided by the 'DEPTH approach' ([www.lshtm.ac.uk/depth](http://www.lshtm.ac.uk/depth)), using dialogues with communities and practitioners to co-produce action-oriented research. We will pay particular attention to how these interventions work, for whom and in what circumstances, using realist evaluation to measure the extent to which intervention 'mechanisms' interact with 'contexts' to achieve 'outcomes.' There are five work packages: (A) community dialogues and mapping, including a rapid evidence review to refine project design and set up; (B) qualitative and quantitative process evaluation; (C) impact evaluation (pre and post cohort study with non-equivalent comparison group); (D) economic evaluation comprising costing of interventions and cost-effectiveness analysis; and (E) second dialogues to inform research into action. For the impact evaluation cohort study, which this role will focus upon, we will recruit sex workers newly signing up to National Ugly Mugs over a period of time alongside a comparison sample who are not engaged with NUM recruited via social networks working in Glasgow, Manchester and London. We will follow participants up after 6 months; our main outcomes will be an assessment of whether the violence prevention interventions (community alerts/reporting and NUMchecker) reduce experience of violence (sexual, physical or emotional) and improve mental health.

## **RESEARCH FELLOW**

We are seeking to employ a Research Fellow until 31 May 2026 at 0.8 FTE. The post holder will work in partnership with sex workers, sex worker-led services and colleagues

at LSHTM, Brunel University and National Ugly Mugs on the impact evaluation of the SWERV! project. Additional duties include contributing to a rapid realist review of the evidence to understand what violence prevention and survivor support intervention strategies work for sex workers, how this might differ according to gender, sexual and racial/ethnic identity, and in what different contexts. The post-holder will: support project set-up (development of protocol, ethics application, design of questionnaire); lead participant recruitment, quantitative data generation, statistical analysis and reporting for the impact evaluation; contribute to a rapid realist review (together with a qualitative Research Fellow), and take a lead role in writing papers for peer review-publication and contributing to funder reports. The post-holder will train and manage a team of co-researchers - people with lived experience of sex work or of working closely with sex workers in support or advocacy services – to contribute to the impact evaluation. They will also work with the qualitative Research Fellow, co-PIs and collaborators to foster wider community input on study design, conduct and dissemination, via dialogue workshops and the project steering group.

The role requires a higher degree in public health, epidemiology, statistics or a related field; expertise in evaluation methods and strong organisational skills in the management of datasets; and evidence of academic writing skills. Experience in participatory research approaches, working with marginalised populations and a keen interest in sex work and violence prevention is highly desirable. The post-holder will work with and be supervised by Prof Lucy Platt at LSHTM in collaboration with co-PI Dr Pippa Grenfell and will be expected to liaise with project partners National Ugly Mugs and other collaborators, including sex-worker led services. Experience of working in multi-disciplinary teams and particularly mixed-method study generation and analysis, will enable role expansion if appropriate (providing support to cost-effectiveness analysis or mixed method analyses), but it is not essential for this position.

We encourage applications from candidates with lived experience of sex work or of working closely with sex workers in support and/or advocacy services. We also encourage applications from candidates who identify as: Black, Asian; transgender, non-binary or gender-fluid/gender-queer.

## **Job Description**

### **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, 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 manage a quantitative impact evaluation of the violence prevention interventions (community alerts/reporting, NUMchecker) including development of

study protocols, research instruments, participant recruitment, data generation, management and analyses.

6. To provide training and management of a team of co-researchers to implement data collection.
7. To work with the qualitative Research Fellow, co-PIs and collaborators to foster wider community input on study design, conduct and dissemination, via dialogue workshops and the project steering group.
8. To analyse programmatic data to inform a quantitative process evaluation.
9. To lead on write up of findings for publication.
10. To contribute to a rapid-realist evidence review.

## Education

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.
3. To support the development of a team of co-researchers in research skills.

## Internal Contribution

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.

## External Contribution

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

## 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 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 as appropriate to the role.
4. To undertake and successfully complete mandatory training required by National Ugly Mugs as 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.
6. Familiarize themselves with and adhere to partner organization principles and practices around engaging sex workers in research as described by [National Ugly Mugs](#)

## Academic Expectations

All academic roles have a statement of academic expectations attached to each level. Please ensure that these have been read and understood. For further information please refer to the [Academic Expectations page](#).

*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:

1. A postgraduate degree, ideally a doctoral degree, in a relevant topic.
2. Proven expertise and experience in epidemiology, demography, statistics, or social research methods with strong quantitative component, however other relevant subjects will be considered
3. Relevant experience in public health or inclusion health, especially related to sex work, violence or mental health and/or working with marginalized or minoritized populations
4. Commitment to principles of co-production/participatory methods in research with and by marginalized/minoritized communities
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.
9. Experience and demonstrated expertise in quantitative or survey research involving primary data collection or analyses of existing datasets (e.g. health service or programmatic data).
10. Experience and demonstrated expertise in a relevant statistical software for analyses (e.g. R or Stata).

## Desirable Criteria

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 and demonstrated expertise in the implementation of evaluations using quasi-experimental designs.
5. Experience of survey software packages (e.g Open Data Kit) for use in computer assisted interviewing.
6. Experience of research grant set up (preparing ethics applications, securing R&D approvals, participant recruitment etc) and grant report writing.
7. Experience in participatory research methods/ co-production with sex workers or other marginalized/minoritized groups
8. Experience of working in mixed-methods or multidisciplinary projects.

## Salary and Conditions of Appointment

The post is part-time 28 hours per week, 0.8 FTE and fixed-term until 31 May 2026. The post is funded by the National Institute for Health and Social Care and available immediately.

The salary will be on the Academic Pathway salary scale, Grade 6 in the range £43,947-£49,908 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 “Wellbeing Days”. Membership of the Pension Scheme is available. The post is based in London at LSHTM.

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 [jobs website](#). 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](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", "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 but due to the salary range for this role not meeting the general salary threshold, only applicants under certain circumstances may qualify for sponsorship for this role. Please refer to the details on the Skilled Worker visa pages to check if you are able to be paid below the [general threshold](#). Please indicate this in your application and proceed if you are able to meet the requirements.

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 on the [government immigration rules page](#).

Date amended: Jan 2024