

RESEARCH FELLOW



Job Title:	Research Fellow
Department:	Public Health, Environments and Society
Faculty:	Public Health and Policy
Location:	London
FTE:	0.8
Grade:	G6
Accountable to:	Head of Department through Principal Investigator (PI)
Job Summary:	The post holder will contribute to the SWERV Project - a participatory evaluation of National Ugly Mugs (NUM), a violence prevention and support intervention for and by people who sell sex in the UK. The post-holder will support qualitative process evaluation, including research design, data collection, management and analysis, working with sex workers and practitioners to co-produce the research and recommendations. They will have a strong academic track record and commitment to co-production.

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

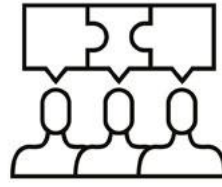
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**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. In 2019/20, over 370 students were registered for our face-to-face Masters programmes and 1367 students were registered for distance learning MScs.

The faculty has also reorganized and expanded its research degree (MPhil/PhD; DrPH) training. Currently there are about 164 students and 36 staff members registered for a research degree.

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.

Role Purpose

This role will contribute to the SWERV project (Sex Workers Evaluate Reporting Violence) - 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, 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) 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 methodology is guided by the 'DEPTH approach' (www.lshtm.ac.uk/depth), which uses dialogues with communities and practitioners to co-produce the research and recommendations. We will also be recruiting a group of community co-researchers and advisors with diverse lived experiences of sex work to join the study team and advisory group.

The project has 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 (i.e. working together to change policy and practice). For the qualitative process evaluation, which this role will focus on, we will carry out in-depth interviews and focus groups with sex workers who are and are not NUM members, working in Glasgow, Manchester and London, as well as with NUM and other service providers. We will also conduct ethnographic observations of relevant institutional and public meetings. Our main focus will be on the mechanisms through which NUM's community alerts/reporting, NUMchecker and case work interact with wider contexts (e.g. laws, policies, policing, service availability, stigma and discrimination, precarity, peer support networks) to affect sex workers' safety and mental health. We will pay particular attention to how these interventions work, for whom and in what circumstances, using realist evaluation to identify how intervention 'mechanisms' interact with 'contexts' to achieve 'outcomes'. We will also assess the interventions' acceptability, accessibility, fidelity (the extent to which they are implemented as intended) and equity. We will use this to refine the theory of change underpinning the intervention, which will be tested via quantitative methods. For the rapid realist review, which this role will also contribute to, we will evaluate existing evidence (qualitative and quantitative literature) to understand what violence prevention and support intervention strategies work for sex workers, how this might differ for example according to gender, sexual and/or racial/ethnic identity, and in what different contexts.

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We are seeking to employ a Research Fellow for 30 months at 0.8 FTE (4 days per week). The post-holder will work in partnership with sex workers, sex worker-led organisations and colleagues at LSHTM, Brunel University and National Ugly Mugs on the qualitative process evaluation of the SWERV project. They will also contribute to a rapid realist evidence review and the wider participatory approach. The post-holder will: support project set-up (development of protocol, ethics application, design of topic guides); lead participant recruitment, qualitative data generation, analysis and reporting for the process evaluation; contribute to the rapid realist evidence review (together with the quantitative Research Fellow) and take a lead role in writing qualitative papers for peer reviewed-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 process evaluation. They will also manage co-production dialogue workshops in collaboration with the PPIE ('Public Patient Involvement and Engagement') co-leads Dr Pippa Grenfell and Dr Rachel Stuart; and work with the quantitative Research Fellow, co-PIs and collaborators to foster wider community input on study design, conduct and dissemination, including via the project steering group.

The role requires a higher degree in social sciences (e.g. sociology, anthropology, criminology, human geography, gender studies) or in a related field (e.g. public health); expertise in qualitative data collection and analysis that is informed by and develops theory; research experience related to sex work, violence, mental health, and/or with minoritised or marginalised populations; a commitment to co-production/participatory research with and by minoritised/marginalised populations; evidence of academic writing skills. Experience of participatory research or other co-production (e.g. in services, advocacy) with and by sex workers or other minoritised/marginalised populations, and of theory-informed evaluation, is highly desirable. The post-holder will work with and be supervised by Dr Pippa Grenfell at LSHTM in collaboration with co-PI Prof Lucy Platt and will be expected to liaise with project partners National Ugly Mugs and other collaborators, including sex-worker led organisations. Experience of working in multi-disciplinary teams, and particularly mixed-method research, will enable role expansion if appropriate (i.e. providing support to 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, racially, and/or as transgender, non-binary, gender-fluid or gender-queer.

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).

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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 qualitative process evaluation of NUM's violence prevention and support interventions (community alerts/reporting, NUMchecker, case work) including leading on participant recruitment, qualitative data generation, management and analyses
6. To provide training and management for a team of co-researchers to contribute to qualitative data collection, analysis and dissemination
7. To manage co-production dialogue workshops in collaboration with the PPIE co-leads, and work with the quantitative Research Fellow, co-PIs and collaborators to foster wider community input on study design, conduct and dissemination, including via the project steering group
8. To support the development of qualitative study protocols, research tools and research/data management systems specific to this project
9. To lead on write up of qualitative findings for publication
10. To contribute to a rapid-realist evidence review (qualitative and quantitative literature)

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.
5. To familiarise yourself with and adhere to partner organisation principles and practices around engaging sex workers in research as described by [National Ugly Mugs](#)

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.

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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 primary qualitative data collection, analysis and writing that is informed by and develops theory – for example in fields of public health, sociology, criminology, anthropology, human geography, gender studies, however other relevant subjects will be considered
3. Experience in conducting research related to sex work, violence, mental health, and/or with minoritised/marginalised populations
4. Commitment to co-production/participatory research principles with and by marginalised/minoritised populations, including people who sell sex
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. Ability and willingness to travel to Manchester, Glasgow and/or other locations in the UK when possible and necessary for the research

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. Some experience of participatory research or other co-production work (e.g. in service provision, policy advocacy) with and by sex workers or other minoritised/marginalised populations
5. Some experience of qualitative evaluations of health or social interventions, using theory-informed approaches (e.g. process, realist or other methods)
6. Some experience of relevant software for qualitative data analyses (e.g. NVivo)
7. Evidence of excellence in digital public engagement (e.g. through blogging, social media)
8. Experience of research grant set-up (e.g. preparing ethics applications, securing R&D approvals) and grant report writing
9. 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 Care Research and is 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 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.

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 provide two samples of your work, at least one of which is written, to illustrate your skills in academic work/analysis and/or communication (suitable examples include first-author journal article, doctoral or masters thesis chapter/section, report, policy brief, blog article, essay, podcast, video). Writing samples should be no longer than 10,000 words and audio/video up to 5 minutes, but they could be considerably shorter also. These will be used to inform the shortlisting process as indicated in the person specification. Note that you must be either the sole or primary author of any sample you provide but the work does not need to have been published.

Shortlisted candidates will be invited to interview, via video conferencing such as zoom.

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