

## RESEARCH ASSISTANT OR RESEARCH FELLOW



<b>Job Title:</b>	<b>Research Assistant or Research Fellow in Environmental Epidemiology</b>
<b>Department:</b>	Public Health Environments and Society
<b>Faculty:</b>	Public Health and Policy
<b>Location:</b>	15-17 Tavistock Place
<b>FTE:</b>	1 FTE
<b>Grade:</b>	Research Assistant Grade 5 or Research Fellow Grade 6
<b>Accountable to:</b>	Prof Antonio Gasparini
<b>Job Summary:</b>	Research Assistant or Research Fellow in Environmental Epidemiology

### 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

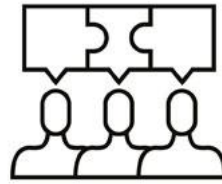
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**Act with  
integrity**



**Embrace  
difference**



**Work  
together**



**Create  
impact**

## Faculty Information

### Faculty of Public Health and Policy

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.

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).

## Job Description

### Main Activities and Responsibilities

#### Knowledge Generation

##### Research Assistant

1. To undertake high quality research as directed by your line manager, including contributing to drafting grant proposals and peer-reviewed and other outputs and evaluating teaching practice;
2. To support the administration of projects linked to your employment, helping ensure compliance with good practice in relation to the conduct of research, the ethics policy, and other relevant LSHTM policies;
3. To manage and link large epidemiological datasets and databases with environmental and climatological information;
4. To contribute to epidemiological studies and perform statistical analyses under the direction of the line manager;
5. To contribute to the development of novel designs and analytical methods applicable in environmental epidemiology and beyond;
6. To contribute to research projects and activities of the team.

##### 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 manage and link large epidemiological datasets and databases with environmental and climatological information;
6. To contribute to planning epidemiological studies and perform statistical analyses under the direction of the line manager;
7. To contribute to the development of novel designs and analytical methods applicable in environmental epidemiology and beyond;
8. To contribute to research projects and activities of the team.

#### Education

##### Research Assistant

##### Research Fellow

1. To participate in some aspects of LSHTM's Education Programme or educational outreach activities;

2. To contribute to MSc teaching modules and other courses led by the line manager.

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 contribute to MSc teaching modules and other courses led by the line manager.

## Internal Contribution

### Research Assistant

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;

4. To contribute to activities and collaborate with other members of the Environment & Health Modelling (EHM) Lab;

5. To contribute to activities of existing groups and centres at LSHTM, such as the Environment & Health Research Group the Centre on Data and Statistical Science for Health (DASH), and the Centre on Climate Change and Planetary Health.

### 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

4. To contribute to activities and collaborate with other members of the Environment & Health Modelling (EHM) Lab;

5. To contribute to activities of existing groups and centres at LSHTM, such as the Environment & Health Research Group the Centre on Data and Statistical Science for Health (DASH), and the Centre on Climate Change and Planetary Health.

## External Contribution

### Research Assistant

1. To demonstrate good external citizenship by supporting the external academic and practice communities;

### Research Fellow

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

## Professional Development and Training

### Research Assistant

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. For lab-based disciplines: 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 training in epidemiological and statistical methods through internal MSc modules and external courses.

### 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;
4. To undertake training in epidemiological and statistical methods through internal MSc modules and external courses.

## 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. 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:

#### Research Assistant

1. A relevant first degree in the field of health/environmental science or statistics.
2. Relevant experience in epidemiology, biostatistics, and environmental health research.
3. Evidence of good organisational skills, including effective time management.
4. Proven ability to work independently, as well as collaboratively, as part of a research team.
5. Evidence of excellent interpersonal skills, including the ability to communicate effectively both orally and in writing.
6. Some experience with linkage, management, and analysis of health databases, for instance administrative and/or cohort data.
7. Knowledge of study designs and statistical methods applied in environmental epidemiology.
8. Good knowledge of the R software environment and its use in real-data analysis, particularly for environmental epidemiological analyses.

#### Research Fellow

1. A postgraduate degree, ideally a doctoral degree, in a relevant topic
2. Relevant experience in epidemiology, biostatistics, and environmental health research.
3. Contributions to written output, preferably peer-reviewed, as expected by the subject area/discipline in terms of types and volume of outputs.
4. Proven ability to work independently, as well as collaboratively as part of a research team, and proven ability to meet research deadlines.
5. Evidence of excellent interpersonal skills, including the ability to communicate effectively both orally and in writing
6. Evidence of good organizational skills, including effective time management
7. Established experience with linkage, management, and analysis of health databases, for instance administrative and/or cohort data.
8. Excellent knowledge of study designs and statistical methods applied in environmental epidemiology.
9. Excellent knowledge of the R software environment and its use in real-data analysis, particularly for environmental epidemiological analyses



## Desirable Criteria

### Research Assistant

1. Some experience of teaching
2. Knowledge of other statistical and data analysis software such as Python, Stata, and/or SAS.
3. Some experience with GIS and spatial data and analysis.
4. Some knowledge of modern analytical techniques based on machine learning and artificial intelligence.

### 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. Knowledge of other statistical and data analysis software such as Python, Stata, and/or SAS.
5. Experience with GIS and spatial data and analysis.
6. Knowledge of modern analytical techniques based on machine learning and artificial intelligence.

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 07 July 2026 and full-time 35 hours per week, 1 FTE. The post is funded by the Faculty of Public Health and Policy and is available from 04 March 2024. The salary will be on the Academic scale, Grade 5 scale in the range £38,282 - £43,947 for Research Assistant or £43,947 - £49,908 for Research Fellow 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.

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 pending salary threshold changes effective 4 April 2024 applicants under certain circumstances may not qualify for sponsorship. 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