

# RESEARCH FELLOW



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| <b>Job Title:</b>      | <b>Research Fellow</b>   |
| <b>Department:</b>     | Department of Population Health (DPH)  |
| <b>Faculty:</b>        | Epidemiology and Population Health (EPH)   |
| <b>Location:</b>       | Overseas (India)   |
| <b>FTE:</b>            | 1.0  |
| <b>Grade:</b>          | G6   |
| <b>Accountable to:</b> | Head of Department through Abhijit Nadkarni (PI)   |
| <b>Job Summary:</b>    | <p>Applications are invited for a Research Fellow position in Global Mental Health joining a team working at the interface between epidemiology, intervention development and testing, and intervention science in low resource settings. The post will be based in the Centre for Global Mental Health, which is part of the Department of Population Health. The post holder's primary role will be lead on two implementation trials under the supervision of the PI.</p> <p>While this position is for a Research Fellow at LSHTM, the postholder will be based in India and responsible to Associate Professor Nadkarni.</p> <p>The successful applicant will have a good quantitative and qualitative research background with experience of intervention development and testing in low- and middle-income countries (LMICs). Applicants should also have experience of qualitative and quantitative data analysis from mental health research programs. This is a great post-doc opportunity for those seeking to enhance their skills at managing trials of complex behavioural interventions in low resource settings. Further particulars are included in the job description. Ongoing career development and mentoring within Dr Nadkarni's research group will generate opportunities for future funding.</p> |

## 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

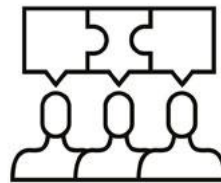
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**Act with  
integrity**



**Embrace  
difference**



**Work  
together**



**Create  
impact**

## Faculty Information

The 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) 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

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. 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 Head of Department is Professor Suneetha Kadiyala.

### Project Description

The overarching goal of the programme is to develop a framework to guide the translation of research evidence in LMICs informed by evidence generated through a series of studies aimed at (a) the implementation and scaling up of care for AUD, and (b) contextually-relevant health systems strengthening processes to aid implementation in low resource settings. We will leverage the proposed studies as exemplars to develop a research translation framework and toolkit suitable for use in low resource settings. The key studies will include the following: Study 1 (IMPRESS)- hybrid implementation cluster RCT (CRT) which will compare two task-sharing models for delivering a psychological intervention by non-specialist health workers, i.e. as a stand-alone intervention in public-sector primary care clinics ("Facility-only Model") versus being integrated with an evidence-based community intervention ("Community Model") delivered by community

based agents aimed at increasing demand for care and improving treatment adherence and effectiveness. Study 2 (ICAP)- single-blind, effectiveness-implementation hybrid CRT with two arms-'Individual only arm' will receive Counselling for Alcohol Problems (CAP) for the drinker and the 'family arm' will receive CAP for the drinker and Community Reinforcement and Family Training (CRAFT).

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**

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 support the PI and the in-country partners in delivering the academic outputs of the research programme.
6. To directly support and engage the leads across different work streams within the IMPRESS and ICAP trials.
7. To coordinate with overseas partners and funders to ensure outputs are delivered as outlined in the research proposals.
8. To identify capacity issues with partners around complex intervention testing and to support the creation of capacity building elements around key gaps.
9. To monitor data collection, support synthesis and analyses of data, and contribute to academic outputs.
10. To co-ordinate external committees around core trial functions from ethics to data safety and management.

### **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 teach on the relevant modules of the Global Mental Health MSc.
4. To support in the development of a short course in Implementation Science.

## 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.
4. To actively contribute to the activities of the Centre for Global Mental Health.

## External Contribution

1. To demonstrate good external citizenship by contributing to learned society/conference events, journal and grant reviews etc;
2. Engage actively in wider scientific networks globally and in India.

## 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.

## 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:

1. A postgraduate degree, ideally a doctoral degree, in a relevant topic.
2. Relevant experience in global mental health (preferable), behavioural sciences, or relevant health sciences (e.g., public health, medicine, epidemiology, psychology) or social sciences (e.g., social psychology).
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. Experience of developing and testing complex interventions for mental health and related conditions in LMICs, preferably in India.
8. Experience of coordinating randomised controlled trials in LMICs, including managing field research teams and managing program budgets.
9. Experience of qualitative research methods.

### 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.



## **Salary and Conditions of Appointment**

The post is fixed term until 31 March 2028 and full-time 35 hours per week, 1.0 FTE. The post is funded by the NIHR Professorship grant to Dr Nadkarni and is available from 01 April 2024. The salary will be on the Academic scale, Grade 6 scale at £43,947 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**

This post is based overseas and 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 send a notarised copy of their passport prior to their start date.

Applicants will be required to have the right to work in the country in which the post is based (or be eligible to apply for a suitable work visa).

Date amended: Jan 2024