

ASSOCIATE PROFESSOR OR PROFESSOR



Job Title:	Associate Professor or Professor
Department:	To be determined
Faculty:	Public Health and Policy
Location:	London
FTE:	1.0
Grade:	Associate Professor Grade 8 or Professor
Accountable to:	Head of Department, to be determined
Job Summary:	<p>The Faculty of Public Health and Policy wish to appoint three posts at Professor or Associate Professor level. The successful applicants will be central to our future research and teaching programmes. We are particularly interested in applications from those with expertise in health services research, behavioural science, health financing, public involvement and engagement, or social care.</p> <p>These posts will offer unusual opportunities for the development of innovative research programmes within a highly supportive, collegiate environment. In Public Health and Policy, we undertake wide-ranging research of international significance that has direct relevance to policy. The faculty directs major NIHR funded units that support evidence-based policy including the Policy Innovation Research Unit, the Public Health Policy Research Unit, and leads the National Cancer Audit Collaborating Centre (NATCAN) funded by NHS England. Health financing research has focused on pay-for-performance, financing primary health care, and analysis of development assistance for health.</p> <p>We require dynamic individuals who will develop new research programmes in their area(s) of expertise to complement our ongoing research activities. The postholders will have the opportunity to work in close cross-disciplinary collaboration with colleagues across the faculty. Each postholder will be supported to develop and sustain a research programme in their areas of prime interest.</p> <p>These posts are full-time, 35 hours per week, 1.0 FTE and permanent and available from October 1, 2024. Salary will be on the Academic, Grade 8 scale (Associate Professor) in the range of £62,028 - £71,192 per annum; or the Professorial scale (£71,332 - £114,827 per annum pro rata). Salaries are inclusive of London Weighting.</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

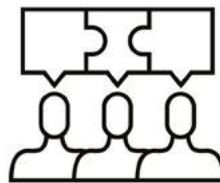
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**Act with
integrity**



**Embrace
difference**



**Work
together**



**Create
impact**

Faculty Information

Faculty Information

Faculty of Public Health and Policy

The Faculty of Public Health and Policy (PHP) aims to improve health in the UK and worldwide. We do this through research, teaching and consultancy in the areas of health policy, health systems and services, and public health. We run a range of popular and respected MSc courses, research degrees, short courses and CPD.

The faculty has around 250 academic staff, 50 Professional Services staff, and 250 doctoral students. We are the largest multi-disciplinary public health group in Europe, and one of the largest groups world-wide of social scientists working on health. We use multidisciplinary and multi-method approaches to generate new knowledge to improve health in specific contexts and inform transferability of approaches across contexts. We engage with people, policymakers and service providers to ensure our research is inclusive, relevant, and informs policy and practice.

Our research, teaching and consultancy are inter-disciplinary, encompassing anthropology, economics, epidemiology, geography, history, international relations, mathematics political science, psychology, public health medicine, sociology and statistics.

We actively work to embed the principles of equity, diversity and inclusion (EDI) within Faculty practice, policies and processes.

PHP is made up of three departments:

- Department of Global Health and Development which focuses on health policy and systems research, economic evaluation, gender violence and violence in childhood, and medical humanitarianism, all primarily in low and middle income settings.
- Department of Health Services, Research and Policy which focuses on improving the quality, organisation and management of health services and systems.
- Department of Public Health, Environments and Society which focuses on the social and environmental influences on health and how these are addressed.

Department of Global Health and Development (GHD)

The Department of Global Health and Development (GHD) focuses on novel and policy-relevant research and training that concerns health issues with a global reach, predominantly from the perspective of lower- and middle-income countries. Our work spans health policy and systems research, economic evaluation, anthropological approaches to global health, gender violence and violence in childhood, and medical humanitarianism (see the links below to our research groups).

GHD comprises over 130 staff, from a wide range of disciplines including economics, anthropology, epidemiology, mathematics, law, sociology, international relations, social policy and policy analysis. We take a highly multidisciplinary approach, and emphasise the development of long-term collaborative partnerships with research groups in lower and middle-income countries. We offer a vibrant and diverse research degree

programme, with over 100 PhD and DrPH students from more than 40 countries, and contribute to the many Master's programmes on public health at the London School of Hygiene & Tropical Medicine.

The journal [Health Policy and Planning](#) is edited by department members (currently Virginia Wiseman). The journal publishes research on health policy and systems in low- and middle-income countries and provides an international forum for original and high-quality research that addresses questions pertinent to policy-makers, public health researchers and practitioners.

Department of Health Services Research and Policy (HSRP)

The aim of the Department is to carry out research that helps to improve the quality, organisation and management of health services and systems. This work covers the three essential stages required to improve health care at the service, organisational and national level:

- Studies to establish the most effective practices and policies, including how care can be best organised and delivered;
- Research assessing the quality of existing services and policies;
- Establishing how services and policies can be improved to achieve more resilient systems.

We conduct research aiming to understand how health services and systems behave, alongside applied research to support clinicians, managers, and policymakers. Our work brings together a wide range of methods, including quantitative evaluation, policy analysis and qualitative studies, and teams from a wide range of disciplines.

In addition to running a large number of research projects, we also run the [Clinical Effectiveness Unit](#) at the Royal College of Surgeons of England and support a similar unit at the Royal College of Obstetricians & Gynaecology.

HSRP is home to the National Institute of Health Research (NIHR) [Policy Innovation and Evaluation Research Unit \(PIRU\)](#) and the [Policy Research Unit in Health and Social Care Systems and Commissioning \(PRUComm\)](#); we are also partner in the [Quality Safety and Outcomes Policy Research Unit \(QSO PRU\)](#) and host one of the two UK offices of the [European Observatory on Health Systems and Policies](#).

While most of our research focuses on high-income countries, the UK in particular, an increasing portfolio of work addresses health system challenges in low resource settings, with a focus on mental health and non-communicable diseases, with close links to the LSHTM's [Centre for Global Chronic Conditions](#). We also

We host the [Journal of Health Services Research & Policy](#). The journal presents the latest scientific research, insightful overviews and reflections on underlying issues, and innovative, thought-provoking contributions from leading academics and policymakers. Publications by department staff can be found in the School's [online publications repository](#).

Department of Public Health, Environments and Society (PHES)

The Department of Public Health, Environments and Society (PHES) focuses on the social and environmental determinants of health and the evaluation and analysis of public health policies and interventions.

We have a strong multi-disciplinary focus, with researchers from the fields of epidemiology, health economics, health promotion, history, international relations, geography, mathematical modelling, medicine and ethics, political science, sociology, anthropology and statistics, among others. Our research programme includes work in both high and low income countries, and integrates environmental, social and policy issues at international, national and local levels.

General research interests and strengths include drugs, alcohol, violence and health behaviour; globalisation; public health history; sexual and reproductive health; food and transport systems; HIV and other infectious diseases (including COVID-19); young people's health; evaluating the health impacts of social and public health interventions; the commercial determinants of health (CDOH); built environments and health; and environmental epidemiology, planetary health and climate change.

We have more than 30 research students working towards PhD and DrPH degrees across the breadth of our research interests. Staff also contribute to the school's Master's Degree Teaching Programme, in particular the MSc Public 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).

Job Description

Main Activities and Responsibilities

Knowledge Generation

Associate Professor

1. To deliver high quality research & scholarship in your field of study, individually and in collaboration with others, by developing and maintaining a research grant portfolio from good¹ research funders, publishing peer-reviewed outputs and generating and securing (where relevant) intellectual property and evaluating teaching practice;
2. To participate in doctoral student supervision and examination;
3. To lead and manage research teams and promote and ensure compliance of self and others with good practice in relation to the conduct of research, the ethics policy, inclusivity, and other relevant LSHTM policies;
4. To support the development of early-career researchers;
5. Clear plans for attracting research grant funding;
6. Some experience of managing other researchers;
7. Experience of delivering post graduate teaching.

Professor

1. To deliver high quality research & scholarship in your field of study, individually and in collaboration with others, by maintaining a substantial programme of research supported by good research funders, publishing peer-reviewed outputs, undertaking, and supporting colleagues in, generating and securing (where relevant) intellectual property and evaluating teaching practice;
2. To oversee and participate in doctoral student supervision and examination;
3. To demonstrate research leadership and promote and ensure compliance of self and others with good practice in relation to the conduct of research, the ethics policy, inclusivity, and other relevant LSHTM policies;
4. To lead on, monitor and advance, the development of early-career researchers;

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

Associate Professor

1. To deliver high quality, inclusive education 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 and inclusivity of LSHTM's education, by participating in the development and review 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 Faculty and Programme or curriculum leadership roles, as appropriate, and by collaborating with professional services staff both centrally and in the Faculty office in carrying out relevant administrative processes;

Professor

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2. To contribute to the improvement of the quality and inclusivity of LSHTM's education, by participating in the review and 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 demonstrate educational leadership and management by taking responsibility for a specific element of the faculty's education portfolio;

Internal Contribution

Associate Professor

1. To demonstrate good internal citizenship by undertaking PDRs and promoting staff development, and by participating in the recruitment, mentoring and support of more junior colleagues as appropriate;
2. To participate in the activities of LSHTM committees and undertake a leadership or administrative role at LSHTM/Faculty/Department/MRC Unit level, as appropriate;
3. To proactively demonstrate LSHTM's EDI goals in your work and behaviour;

Professor

1. To demonstrate good internal citizenship by undertaking PDRs and promoting staff development, and by leading on the recruitment, mentoring and support of colleagues as appropriate;
2. To take on senior leadership and managerial responsibilities in a Faculty, Department, MRC Unit or Centre and LSHTM committee roles as appointed, and by supporting activities that ensure a vibrant, supportive and productive academic environment;
3. To proactively demonstrate LSHTM's EDI goals in your work and behaviour;

External Contribution

Associate Professor

1. To demonstrate good external citizenship by linking with and supporting appropriate external organisations;
2. To promote knowledge translation and enterprise by exploiting academic knowledge beyond academia;

Professor

1. To demonstrate good external citizenship by initiating and building LSHTM's links with appropriate external and international organisations, supporting LSHTM fund-raising and development activities and maintaining a strong national and international profile;
2. To promote knowledge translation and enterprise by exploiting academic knowledge beyond academia;

Professional Development and Training

Associate 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;

Professor

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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:

Associate Professor

1. A doctoral degree in a relevant topic.
2. Expertise in a field of public health and policy central to PHP's research and education.
3. A consistent and significant track record of attracting research grant income, including salary recovery, from major research funders (PI, co-PI or leadership within a large proposal such as work-package lead).
4. A track record of contributions as lead and co-author to 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 that are at least internationally excellent².
5. Proven ability to work independently, as well as collaboratively as part of a research team, including experience of supervising and supporting junior researchers and non-academic staff and proven ability to meet research deadlines.
6. An understanding of the strategies for improving equity and inclusion in research and/or learning and teaching.

Professor

1. Expertise in a field of public health and policy central to PHP's research and education.
2. Proven ability to obtain research funding from major funders, including salary recovery, and manage a significant portfolio of research projects.
3. Excellent track record of publishing as lead, senior 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 internationally excellent and/or world leading³; supporting members of own research team to also meet their expectations for outputs.
4. Clear vision of a future research agenda.
5. An understanding of the strategies for improving equity and inclusion in research and/or learning and teaching.
6. Experience of leading and managing

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

³ 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

7. Some experience of doctoral degree supervision.
8. Proven ability to build collaborative research relationships with external researchers and/or institutions, or industry (where relevant).
9. Evidence of ability to deliver high quality research-informed teaching.
10. Evidence of excellent interpersonal skills, including the ability to communicate effectively both orally and in writing.

research teams.

7. Evidence of ability to deliver high quality research-informed teaching at post-graduate level and supervise doctoral students to successful completion.
8. Substantial evidence of recognition within external research community.

Desirable Criteria

Associate Professor

1. Teaching qualification (or Fellow/ Senior Fellow of HEA).
2. Experience of building and leading a research team.
3. Experience of innovation in teaching delivery and assessment and/or senior teaching management such as Programme Director, Exam Board member, Periodic Review panel member.
4. Demonstrable evidence of improving equity and inclusion in research and/or learning and teaching.
5. Experience of engagement with national and/or international research and/or policy advisory bodies.
- 6.

Professor

1. Evidence of ability to forge productive, long-term collaborative research relationships.
2. Experience of innovation in teaching delivery and assessment.
3. Experience of senior teaching management such as Programme Director, and/or Exam Board member, Periodic Review panel member etc.
4. Demonstrable evidence of improving equity and inclusion in research and/or learning and teaching
5. Experience of engagement with national and/or international research and/or policy advisory bodies.
6. Clear evidence of generating research impact

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 without duration and full time (part-time appointments will be considered at 0.6 FTE and above) and is available from 1 October 2024. The salary will be on the Academic scale, Grade 8 (£62,028 - £71,192 per annum pro rata) or the Professorial scale (£71,332 - £114,827 per annum pro rata). Salaries are 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. Informal queries about the positions can be directed to Kara Hanson, Dean of Faculty (kara.hanson@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 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