

ASSISTANT PROFESSOR

Job Title:	Assistant Professor
Department:	Health Services Research and Policy
Faculty:	Public Health and Policy
Location:	London
FTE:	Full time
Grade:	G7
Accountable to:	Head of Department through Dr Thomas Cowling
Job Summary:	<p>The post holder will take a leading role in delivering a new national evaluation of head and neck cancer services in England. This project has been funded by the British Association of Head and Neck Oncologists, on behalf of a consortium of national stakeholders.</p> <p>The job will involve analysing national datasets of electronic healthcare records for head and neck cancer patients, to evaluate the quality of care provided for these patients. A key strength of the role is close collaboration with leading clinicians from the Royal Marsden Hospital, The Institute of Cancer Research, and the Royal College of Surgeons of England. There will be opportunities for developing methodological skills alongside the applied components of the research. We expect to see large variation in the quality of head and neck cancer care across areas of England, and the post holder will be central in translating this evidence into policy information.</p> <p>There is an expectation that the post holder will contribute to the wider academic activities of the Faculty of Public Health and Policy, as commensurate for Assistant Professors.</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

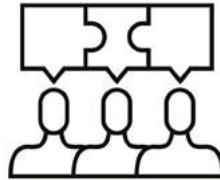
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**Act with
integrity**



**Embrace
difference**



**Work
together**



**Create
impact**

Faculty Information

Faculty 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:

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

In the Faculty there are about 250 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

2017/18, over 230 students were registered for our face-to-face Masters programmes and nearly 1600 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 108 students and 23 staff members registered for a research degree.

Department of Health Services Research and Policy

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 extends from establishing what care should be provided and how services should be organised, through assessing the quality of existing services, to how improvements can be brought about. Most of the research is in high income countries and, in particular, the UK. Our staff reflect both the multi-disciplinary (epidemiology, public health, sociology, psychology, economics, statistics, social and public policy) and multi-professional nature of our work (<http://www.lshtm.ac.uk/php/hsrp/index.html>).

Establishing what care should be provided and how services should be organised involves primary evaluative research (on particular health care interventions and policies), reviews of existing research evidence and modelling possible options. In addition to specific projects, we 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 furthermore home to PIRU (<http://www.piru.ac.uk/>), PRUComm (<http://www.prucomm.ac.uk/about-us>), and the LSHTM hub of the NIHR School for Public Health Research (<http://sphr.nihr.ac.uk/>). The Department is part of the School's European Centre on Health of Societies in Transition (ECOHST) (<http://www.lshtm.ac.uk/ecohost/>) which, in turn, is a major partner in the WHO-funded European Observatory on Health Systems and Policies (<http://www.euro.who.int/observatory>).

Clinical Effectiveness Unit / The Royal College of Surgeons of England

The Clinical Effectiveness Unit (CEU) is a leading centre for national clinical audit and epidemiological research. It is internationally recognised for its expertise on the methods, and logistics of undertaking large-scale evaluations into the quality of hospital care. It has undertaken national projects on vascular surgery, cancer, emergency bowel surgery, joint replacement, tonsillectomy, and the treatment of children with a cleft lip or palate. The findings from these projects have directly influenced medical practice in the UK.

The CEU was established in 1998 as a collaboration between the Royal College of Surgeons of England and the Department of Health Services Research & Policy of the London School of Hygiene and Tropical Medicine (LSHTM). Its strategic aims are:

- to encourage and support rigorous research and surgical audit performed to a high scientific standard;
- to lead and enhance research and surgical audit in the UK, in cooperation with surgical specialist associations and in collaboration with sister Royal Colleges.

A key feature of the CEU approach to evaluating health care is to consider projects as epidemiological studies into the quality of care. The CEU's strategy emphasises joint clinical and methodological leadership. The CEU has established collaborative links with many Royal Colleges and medical associations as well as the Department of Health and Social Care and NHS bodies. It is a project-based organisation and has a multidisciplinary character, consisting of around 20 staff members of various backgrounds.

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 deliver high quality research & scholarship in your field of study, individually and in collaboration with others, by applying for external grants/fellowships from good¹ research funders, publishing peer-reviewed outputs as lead and co-author; and evaluating teaching practice;
2. To contribute to doctoral student supervision;
3. To manage research grants and promote and ensure compliance with good practice in relation to the conduct of research, the ethics policy, and other relevant LSHTM policies;
4. To support the development of early-career researchers;
5. To analyse national datasets of electronic healthcare records for head and neck cancer patients using statistical and epidemiological approaches;
6. To present the findings of the study to stakeholders including the funders and head and neck cancer clinicians at national conferences;
7. To co-ordinate and manage the project and the study team which consists of multiple disciplinary backgrounds and institutions.

Education

1. To deliver high quality, inclusive, research-informed teaching and assessment in relation to your specific subject and within the broader area covered by your department/disciplinary field;
2. To contribute to the improvement of the quality and inclusivity of LSHTM's education, by participating in the 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 support educational leadership and management by active participation in selected aspects of the curriculum, as appropriate, and by collaborating with professional services staff, centrally and in the Faculty, in carrying out relevant administrative processes;

Internal Contribution

1. To undertake activities that support the Department, Faculty or MRC Unit or LSHTM, including Committee membership;
2. To reflect LSHTM's EDI goals in your work and behaviour;

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

3. To participate in own PDR and undertake those of others;

External Contribution

1. To demonstrate good external citizenship by contributing to the external academic community;
2. To promote knowledge translation and enterprise by participating in networks and activities that disseminate research-based knowledge beyond academia;

Professional Development and Training

1. To keep up-to-date with the latest research/thinking in your academic field and with changes to pedagogical practice within LSHTM and more generally;
2. To undertake and successfully complete the mandatory training required by LSHTM 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 doctoral degree in a relevant topic
2. Expertise in health services research, clinical epidemiology, medical statistics, health data science, public health research, or a related quantitative discipline
3. Contributions as lead 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 at least internationally excellent²
4. Proven ability to work independently, as well as collaboratively as part of a research team, and to meet research deadlines
5. An understanding of the strategies for improving equity and inclusion in research and or learning and teaching
6. Evidence of excellent interpersonal skills, including ability to communicate effectively both orally and in writing
7. Evidence of good organizational skills, including effective time management
8. Proven ability to carry out statistical analyses of large complex datasets using techniques such as multiple linear / logistic regression and survival analysis

Desirable criteria:

1. Experience of generating research income such as fellowships, and/or small project grants, and/or supporting grant applications of others
2. Some experience of supervising and supporting junior researchers and/or research degree students, and non-academic staff
3. Some experience of undertaking teaching and assessment
4. Demonstrable evidence of promoting inclusion in research and or learning and teaching
5. A teaching qualification

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

Salary and Conditions of Appointment

The post is fixed term until 31 March 2026 full-time 35 hours per week, 1.0 FTE. The post is funded by the British Association of Head & Neck Oncologists (<https://bahno.org.uk/>) and is available immediately. The salary will be on the Academic Pathway salary scale, Grade 7 in the range £52,199 - £59,623 per annum pro rata (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.

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. 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: October 2024