

RESEARCH FELLOW



Job Title:	Research Fellow
Department:	Population Health (DPH)
Faculty:	Epidemiology and Population Health (EPH)
Location:	Keppel Street, London
FTE:	1.0
Grade:	G6
Accountable to:	Brass Blacker Associate Professor: José Manuel Aburto
Job Summary:	<p>Applications are invited for a 3-year Research Fellow position in Mortality Estimation. The post-holder will work in the recently established Mortality and Inequalities Research Group and work closely with Associate Professor José Manuel Aburto and the Population Studies Group at LSHTM. The post-holder's primary role will be to conduct research on cause-specific and all-cause mortality estimation, and trends in life expectancy and lifespan inequality in low- and middle- income countries. Teaching support and organisation of the Population Dynamics and Projections module within the Demography and Health module will also be part of this position.</p> <p>The successful applicant will have good quantitative background with qualifications and experience in mathematical demography, causal inference, statistics, public health, or other relevant discipline with strong quantitative components and shown experience on mortality trends in regions such as Latin America, Africa, or other low- and middle-income settings. Candidates should also have experience working with complex datasets, missing information and data quality issues. Programming skills in R, Python or other open-source programming language are required.</p> <p>Ongoing career development and support from José Manuel Aburto and the PSG will generate opportunities for future funding applications.</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

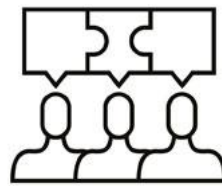
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**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 major issues of importance to public health provision in the UK and globally. EPH employs approximately 560 people in five research departments.

- Department of Infectious Disease Epidemiology & Dynamics
- Department of Infectious Disease Epidemiology & International Health
- Department of Medical Statistics, which includes the Clinical Trials Unit
- Department of Non-communicable Disease Epidemiology
- Department of Population Health

The Faculty has a postgraduate teaching programme including eleven intensive MSc courses: Epidemiology, Demography and Health, Medical Statistics, Health Data Science, Public Health for Development (jointly with Faculties of Infectious & Tropical Diseases and Public Health & Policy), Nutrition for Global Health, Global Mental Health (jointly with Kings College London, Institute of Psychiatry), Reproductive & Sexual Health Research, Sexual & Reproductive Health Policy and Practice (online), Veterinary Epidemiology (run jointly with the Royal Veterinary College) and Climate Change and Planetary Health. There are also two Distance Learning MSc courses: Epidemiology and Clinical Trials. The Faculty also has approximately 220 research students studying for an MPhil, PhD or DrPH degree.

The Dean of Faculty is Professor Elizabeth Allen.

The Department

Department of Population Health (DPH) 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, and evidence to improve the health and wellbeing of people with disabilities globally. 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.

The Population Studies Group

The [Population Studies Group](#) (PSG) is situated in the Department of Population Health in the Faculty of Epidemiology and Population Health at LSHTM. The group is home to over 30 academic staff and around 15 doctoral students.

PSG is a hub for demographers at LSHTM, but also hosts statisticians, epidemiologists, anthropologists and others working on population issues. PSG has an active portfolio of research in both low and high-income countries on methodological work on demographic analysis and estimation, as well as topical issues in the fields of reproductive and sexual health, the demographic impact of HIV, family demography, historical demography, evolutionary demography. This work is funded, among others, by the ESRC, the Wellcome Trust, and the Gates Foundation.

PSG staff organise MScs in Demography & Health and Reproductive & Sexual Health Research. The MSc Demography & Health is one of the longest-running MScs in demography in the world, celebrating its 50th anniversary in 2021. The post holder will contribute to plans to refresh LSHTM's teaching programme in demography, including developing a stream in population data science, and considering an innovative 'blended' face-to-face and distance-learning programme. LSHTM's new MSc in Health Data Science will welcome its first students in the fall of 2020. Funding for PhD students is ensured through the [UBEL Doctoral Training Programme](#). This pathway provides research degree training in both demography and reproductive health, and includes funding schemes where students either take the MSc in Demography & Health or Reproductive and Sexual Health Research in their first year, and/or, attend the [European Doctoral School of Demography](#).

The Head of Group is Dr Emma Slaymaker.

Mortality and Inequalities Research Group

The **Mortality and Inequalities Research Group** is situated in the Department of Population Health. Funded by a Wellcome Career Development Award and the Brass Blacker chair of Demography, the research group addresses three major objectives to produce fundamentally new knowledge of the mechanisms that underpin recent mortality trends in low- and middle-income countries:

- 1) To complement all-cause mortality analysis with multiple causes of death to uncover the indirect pathways through which the pandemic and other crises (e.g. conflicts, violence) have affected mortality and health inequalities.
- 2) To develop and apply demographic and statistical methods to quantify how different causes of death affect patterns of life years lost, life expectancy, and lifespan inequality by sex at various geographic levels.
- 3) To analyse from a cross-country comparative perspective how recent crises, including the COVID-19 pandemic, may affect population health indicators in the short, medium, and long term, and study their implications for health inequalities.

At the intersection of demography with multiple disciplines, including epidemiology, data science, and public health, this research group focuses on pressing issues about recent mortality trends: stagnation of life expectancy in many countries, large inequalities between regions within countries, changing epidemiological patterns around the world, increased violent deaths, and shocks such as the COVID-19 pandemic.

The research group leader is Dr José Manuel Aburto.

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.

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.

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 be actively involved in the Research Groups' activities (e.g. organisation of workshops, mentorship of junior scholars, seminars).

External Contribution

1. To demonstrate good external citizenship by contributing to learned society/conference events, journal and grant reviews etc;
2. To participate in scientific conferences and seminars organised by PSG and those relevant at LSHTM.

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 demography, statistics, epidemiology or related topic.
2. Expertise in mathematical demography, statistics or other discipline with strong quantitative components to estimate population and/or mortality profiles,
3. Proven experience working with complex datasets, missing or inaccurate data
4. Proven experience of strong programming skills in R, Python, or other open-source programming language.
5. Awareness of key issues and drivers related to recent mortality trends in some area that includes low- and middle-income countries.
6. Contributions to written output, preferably peer-reviewed, as expected by the subject area/discipline in terms of types and volume of outputs.
7. Proven ability to work independently, as well as collaboratively as part of a research team, and proven ability to meet research deadlines.
8. Evidence of excellent interpersonal skills, including the ability to communicate effectively both orally and in writing
9. Evidence of good organizational skills, including effective time management.

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. Prior post-doctoral experience in mortality and population health in low- to middle-income countries,
5. Prior experience of getting external funding.

Salary and Conditions of Appointment

The post is fixed term for three years and full-time 35 hours per week, 1.0 FTE. The post is funded by a Wellcome Career Development Award and is available from 01 June 2025 (however start date is flexible). The salary will be on the Academic scale, Grade 6 scale in the range £44,847 - £50,808 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.

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: Jan 2024