

# RESEARCH FELLOW



<b>Job Title:</b>	Research Fellow in Demography and Health
<b>Department:</b>	Population Health (DPH)
<b>Faculty:</b>	Epidemiology & Population Health (EPH)
<b>Location:</b>	London
<b>FTE:</b>	1.0
<b>Grade:</b>	G6
<b>Accountable to:</b>	Head of Department through Principal Investigator (PI)
<b>Job Summary:</b>	To carry out work for the <a href="#">ALPHA Network</a> (Analysing Longitudinal Population-based HIV data on Africa) on one of its ongoing projects. The Network is currently engaged in estimating HIV incidence and mortality, and in the comparison of population-based estimates with those emanating from routinely collected data in health facilities. The Research Fellow will join a team of analysts in London and liaise with Network members in eastern and southern Africa for the harmonization and analysis of their data.

## GENERAL INFORMATION

### The London School of Hygiene & Tropical Medicine

The London School of Hygiene & Tropical Medicine is a world-leading centre for research and postgraduate education in public and global health. 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.

Founded in 1899, the School has expanded in recent years at its two main sites on Keppel Street and Tavistock Place. Our staff, students and alumni work in more than 150 countries in government, academia, international agencies and health services. Research income has grown to more than £110 million per year from national and international funding sources including UK government and research councils, the European Union, the Wellcome Trust, Gates Foundation and other philanthropic sources. The School's multidisciplinary expertise includes clinicians, epidemiologists, statisticians, social scientists, molecular biologists and immunologists, and we work with partners worldwide to support the development of teaching and research capacity.

Our education provision has expanded to more than 1,000 London-based Master's and Research students, 3,000 studying postgraduate courses by distance learning, and 1,000 each year on short courses and continuous professional development. Our free online courses (MOOCs) are studied by more than 30,000 participants globally.

The School performs well in various global university league tables. In the US News Best Global Universities Ranking 2017, we are ranked sixth in the world (together with Oxford University) in the fields of social sciences and public health. In the 2016 CWTS Leiden Ranking, the School was ranked fifth in the world for research impact across all disciplines, based on the share of institutions' outputs within the top 1% of papers by citation in all areas of science and independent of size of output.

The School was named University of the Year 2016 by Times Higher Education, in recognition of our response to the Ebola epidemic. The School is a member of the M8 Alliance of Academic Health Centres, Universities and National Academies, the Association of Schools of Public Health in the European Region, and the Consortium of Universities for Global Health.

## The Faculty

**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 - Institute of Psychiatry) 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 John Edmunds.

## The Department

**The Department of Population Health (DPH)** aims to increase global access to effective treatments and public health interventions, and is a centre of excellence in the determinants and consequences of population change. We have strong links with many overseas research groups and provide world-class opportunities for postgraduate training.

The Department Head is currently Prof. Rebecca Sear.

## The Population Studies Group

**The [Population Studies Group \(PSG\)](#)** in the Department of Population Health is engaged in the measurement and explanation of population trends and the analysis of health and other consequences of population changes. With 21 academic and academic-related staff and 12 research students, PSG represents one of the largest UK research groups concerned with demography, reproductive health research and related disciplines. The group conducts research on Britain and other high income countries and on mid and low-income regions. Most staff work in London, but a few members of staff are based overseas in Ethiopia, Tanzania and Malawi.

PSG has strong programmes of research in both rich and poor countries on topical issues in the fields of reproductive and sexual health, the demographic impact of the AIDS epidemic in Africa, family demography, evolutionary demography, as well as methodological work on demographic analysis techniques. It has substantial research grants awarded by the ESRC, the Wellcome Trust, and the Gates Foundation. The research group hosts the network for Analysis of Longitudinal, Population-based data on HIV/AIDS in Africa (ALPHA), and the Evolutionary Demography Group.

PSG provides much of the teaching for the MSc in Demography and Health and the MSc in Reproductive and Sexual Health Research. These courses are long-established Economic and Social Research Council outlets for postgraduate training and the research group currently holds several ESRC DTC and MRC studentships.

## The ALPHA Network

The [ALPHA Network](#) brings together ten collaborating African research institutions, which conduct population-based HIV surveillance in eastern and southern Africa, and is coordinated by the Population Studies Group at the London School of Hygiene & Tropical Medicine (LSHTM).

With funding from the Wellcome Trust and the Bill and Melinda Gates Foundation, the network run analysis workshops to bring diverse data sets into a common format in order to conduct comparative studies and meta-analyses on pooled data sets.

The network regularly contributes detailed statistical estimates of HIV incidence, mortality patterns and fertility to the [UNAIDS Reference Group on Estimates, Modelling and Projections](#), which oversees the data and methods used for producing HIV epidemic updates and projections in African countries. It also supplies anonymised individual-level data to the modelling community through an agreement with the [HIV Modelling Consortium](#).

The portfolio of duties outlined below will vary in accordance with the detailed expectations of the role (attached), 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 grant proposals;
2. To contribute to peer-reviewed publications, including as lead author;
3. To make a contribution to research degree student supervision, as appropriate to qualifications and experience;
4. To manage small grants or elements of larger grants, (possibly including the supervision of fieldwork in sub-Saharan Africa) ensuring compliance with good practice in relation to the conduct of research, the ethics policy and other relevant School policies.

#### **EDUCATION**

1. To contribute to the delivery of high quality, research-informed teaching and assessment in demography, reproductive health, epidemiology or medical statistics;
2. To contribute to the improvement of the quality of the School's education, by participating in the development of new and updated learning and teaching materials or approaches, including distance learning.

#### **INTERNAL CONTRIBUTION**

1. To undertake activities that support the Department, Faculty or the School;
2. To participate in the School's PDR process.

#### **EXTERNAL CONTRIBUTION**

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

#### **PROFESSIONAL DEVELOPMENT & TRAINING**

1. To keep up to date with the latest research, theory and methods in demography and health and with changes to pedagogic practice within the School and more generally;
2. To undertake and successfully complete the mandatory training required by the School 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 the School 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 the School's best interests;
2. Treat School staff, students and visitors with courtesy and respect at all times;
3. Comply fully with School 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 the School's values (as set out in the School Strategy document);
5. Act as ambassadors for the School when hosting visitors or attending external events.

*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.

### **ESSENTIAL CRITERIA:**

1. PhD in a relevant subject: preferably demography, but epidemiology, statistics or reproductive health are acceptable (or equivalent working experience in these fields).
2. Expertise in the analysis of large and complex longitudinal datasets.
3. Proven ability to use statistical analysis software (preferably Stata or R).
4. Good publication record commensurate with seniority.
5. Excellent interpersonal and communication skills (oral and written).
6. Good organisational and administrative skills, and experience that includes working in teams.

### **DESIRABLE CRITERIA**

1. Strong quantitative skills, preferably in the area of demographic estimation.
2. Experience with HIV research.
3. Experience with demographic surveillance systems.
4. Experience of working in developing countries.
5. Experience with post-graduate teaching.
6. Good presentational skills relevant to a variety of audiences.

## **SALARY AND CONDITIONS OF APPOINTMENT**

The post is full-time and funded by the ALPHA Network for the duration of one year, with the possibility of further extension. The salary will be on the Academic scale, Grade 6 scale in the range £39,304 - £44,634 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 "Director's Days". Membership of the Pension Scheme is available.

Applications should be made on-line via our website at <http://jobs.lshtm.ac.uk>. Applications should also include the names and email contacts of 2 referees who can be contacted immediately if shortlisted. Online applications will be accepted by the automated system until 10pm of the closing date. Any queries regarding the application process may be addressed to [jobs@lshtm.ac.uk](mailto:jobs@lshtm.ac.uk). Please quote reference EPH-DPH-2018-13.

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" will not be considered acceptable.

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**

The School will comply with the Immigration, Asylum and Nationality Act 2006, 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 Certificate of Sponsorship and eligibility to work in the UK, can be found at: [www.ukba.homeoffice.gov.uk/employers/points](http://www.ukba.homeoffice.gov.uk/employers/points)

## Academic Expectations: Research Fellow

Examples of expected types of activities are listed; the selection of activities will vary from year to year and not all activities in each category would necessarily be done in any one year. The statement in each shaded heading summarises the general expectations for contributions in each category. Given the nature of employment as a Research Fellow, it is expected that most activity will focus on knowledge generation, but some activity in other areas is required and will support career progression.

<p><b>Knowledge generation: Independent contributions and a clear trajectory towards excellence as an academic researcher</b></p> <p><i>Research and scholarship</i></p> <ul style="list-style-type: none"> <li>• Undertaking research</li> <li>• Working with PIs to draft grant proposals and/or leading writing of small grants, work packages or sections of larger proposals or personal fellowship applications</li> <li>• Contributing to peer-reviewed outputs, including as first author, as expected by the subject area/discipline in terms of types of output</li> <li>• Poster/oral presentations at relevant conferences, translation of research findings into educational materials</li> <li>• Social media contributions such as twitter, blogs, web-based media or webinars</li> </ul> <p><i>Doctoral degree supervision</i></p> <ul style="list-style-type: none"> <li>• For RFs with Doctorate, some contribution to doctoral degree supervision is encouraged (e.g. specialist skills training; ad hoc advice; advisory committees). RFs without a Doctorate may also advise in areas of specialist knowledge<sup>1</sup></li> </ul> <p><i>Research management, leadership and support</i></p> <ul style="list-style-type: none"> <li>• Effective management of own time and activities</li> <li>• Management of small research grants or elements of larger grants, including management of data collection and relationships with research collaborators, support to grants management</li> </ul> <p><i>Professional development</i></p> <ul style="list-style-type: none"> <li>• Courses and other professional development activities, referenced to RDF</li> <li>• To apply for and undertake a doctoral degree (if not already acquired), if contract and funding source permit;</li> </ul>
<p><b>Education: Basic competence in teaching and assessment</b></p> <p><i>Teaching and assessment</i></p> <ul style="list-style-type: none"> <li>• Research-informed teaching and assessment contributions (e.g. contributions to modules, MSc project supervision)</li> </ul> <p><i>Educational development and innovation</i></p> <ul style="list-style-type: none"> <li>• Contributing to the development of new educational materials, learning opportunities or assessments approaches</li> </ul> <p><i>Education leadership and management</i></p> <ul style="list-style-type: none"> <li>• None expected</li> </ul> <p><i>Professional development</i></p> <ul style="list-style-type: none"> <li>• Participation in professional development activities referenced to UKPSF (e.g. HEA, PGCILT, preparation for doctoral degree supervision, shadowing more experienced colleagues)</li> </ul>
<p><b>Internal contribution: Contributions to School functioning and development</b></p> <p><i>Internal citizenship</i></p> <ul style="list-style-type: none"> <li>• Contributing to at least one Department, Faculty, School, or Centre event or special interest group in any one year;</li> <li>• Supporting external School collaborations/partnerships (beyond own research or education role) where relevant</li> </ul> <p><i>School leadership and management roles</i></p> <ul style="list-style-type: none"> <li>• None expected</li> </ul>
<p><b>External contribution: Contribution beyond the School</b></p> <p><i>External citizenship</i></p> <ul style="list-style-type: none"> <li>• Contributing to learned society/conference events, journal and grant reviews etc</li> </ul> <p><i>Knowledge translation and enterprise: not expected but options include:</i></p> <ul style="list-style-type: none"> <li>• Collecting evidence of research impact for impact case studies (e.g. policy records, correspondence with policy makers, media highlights)</li> <li>• Engaging with policy/practice/industry/NGO communities and the general public</li> <li>• Supporting MOOCs/OERs or other (e.g. educational) outreach</li> </ul>

<sup>1</sup> Such RFs are expected where the length and nature of the position permits, to apply for and, if accepted, undertake a doctoral degree (if not already acquired)