

ASSISTANT PROFESSOR



Job Title:	Assistant Professor
Department:	Department of Global Health and Development
Faculty:	Faculty of Public Health and Policy
Location:	Flexible: Tavistock Place, London UK, Malawi or Uganda
FTE:	1.0 FTE
Grade:	G7
Accountable to:	Dean of Faculty via Head of Department & Professor Nicola Desmond, Lead Investigator
Job Summary:	<p>Testing on the frontline: empowering health engagement through 'rational use' of diagnostics for infectious and non-communicable disease</p> <p>The Department of Global Health and Development has an exciting opportunity to appoint an Assistant Professor to support a new NIHR funded project on society and technology. This is a five-year funded post (subject to a probationary period) to work in collaboration with partners in Uganda and Malawi to understand the potential and actual, intended and unintended harms and benefits and 'rational use' of self-testing for HIV, Ebola and T1 and T2 diabetes through the perspectives and lived experiences of individuals, families, communities and frontline health workers and the impact on management of health and well-being at home and through interactions with the primary health system.</p> <p>The post-holder will be supported to identify further funding opportunities as lead or co-investigator to extend beyond the five-year funding period and will ideally have a doctoral degree in a relevant topic and expertise in conducting qualitative research in LMICs. The post-holder will also have experience in leading peer-reviewed outputs, possess excellent analytical skills and be able and willing to travel regularly to Malawi and Uganda if UK-based or to the UK if based in Uganda or Malawi.</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

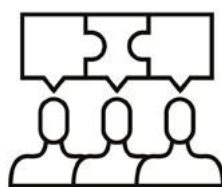
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**Act with
integrity**



**Embrace
difference**



**Work
together**



**Create
impact**

Faculty Information

Faculty of Public Health and Policy

The 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.

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 contribute to the co-ordination and successful implementation of a large NIHR funded grant exploring equitable access to frontline diagnosis and monitoring of infectious and non-communicable diseases in low and middle-income countries in sub-Saharan Africa from the perspectives of users, communities and frontline health workers. This work will inform national and international approaches to delivering and communicating self-testing that reflects community voices and the future of direct to consumer markets.
6. To contribute to the development/co-development of further research projects with LMIC partners within the fields of diagnostics and technology and society more broadly.
7. To support the analysis of large qualitative datasets
8. To publish and present papers at scientific conferences both independently and in collaboration with health, public health, academic and other partners
9. To contribute to and lead on systematic reviews, scientific analyses, report writing, web-based media and peer-reviewed publications.
10. To travel overseas as required and dependent on location of post

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

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

administrative processes;

4. To contribute to and lead aspects of capacity strengthening and training activities with partners in LMICs using co-development principles

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;
3. To participate in own PDR and undertake those of others;
4. To contribute to Departmental activities as relevant

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;
3. To establish good working relationships with project team members in the UK and partner countries including regular liaison with and active contributions to the External Technical Advisory Group for the project

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. To undertake and successfully complete the mandatory training required by LSHTM appropriate to the role;
3. To commit to the completion of a certificate in Learning and Teaching at associate or full fellowship level

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;

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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 anthropology, sociology, empirical bioethics or other qualitative social science
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. Experience conducting high quality social science research in Malawi and/or Uganda with excellent understanding of the SSA context more broadly
9. Evidence of skills and experience in using qualitative data analysis software to support multi-country qualitative data analysis
10. Ability to establish and maintain effective working relationships in a multicultural and multidisciplinary environment together with the ability to communicate and negotiate with colleagues

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

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
6. Working knowledge of either Luganda, ChiChewa or Swahili (or willingness to learn) in addition to fluency in spoken and written English
7. Experience conducting systematic and/or scoping reviews of qualitative and/or mixed methods studies

Salary and Conditions of Appointment

The post is full-time 35 hours per week, 1.0 FTE and fixed term until 28 February 2030. The post is funded by the NIHR and available immediately. The salary will be on the LSHTM salary scale, Grade 7 in the range £52,581 - £60,191 per annum pro rata (inclusive of London Weighting). The post is flexible and the postholder may be based in London at LSHTM or in Uganda or Malawi.

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](#).