

RESEARCH FELLOW OR ASSISTANT PROFESSOR



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| Job Title: | Research Fellow or Assistant Professor |
| Department: | Non-Communicable Disease Epidemiology |
| Faculty: | Epidemiology & Population Health |
| Location: | Keppel Street, London |
| FTE: | 1.0 |
| Grade: | Research Fellow Grade 6 or Assistant Professor Grade 7 |
| Accountable to: | Professor Laurie Tomlinson (PI) |
| Job Summary: | <p>We would like to appoint an experienced epidemiologist or statistician to join an NIHR-funded programme of research in collaboration with the National Institute of Health and Care Excellence (NICE) (The INTEGRATE programme). The post-holder will lead a number of innovative research projects related to important public health topics. Studies will include descriptive epidemiology and also use emulated target trial approaches for robust causal inference within large national health datasets.</p> <p>The post offers an excellent opportunity to build on existing expertise through design, conduct and supervision of studies, to develop a strong track record of published outputs and to build links with health policymakers. Based at LSHTM, the post-holder will be embedded within the supportive and friendly Electronic Health Records Research Group and will work closely with internal and external collaborators including from Harvard Medical School, the Karolinska institute and Oxford University. There is an expectation that the post-holder will contribute to the wider academic activities of the LSHTM's Faculty of Epidemiology and Population Health such as supervising and mentoring more junior colleagues, including research degree students.</p> <p>The post-holder will hold a postgraduate degree, ideally a doctoral degree (for Research Fellow) or doctoral degree (for Assistant Professor) in epidemiology, medical statistics or health data science and will be experienced in using large routine health datasets including linked electronic health records for research. The post requires strong quantitative skills with expertise in a common statistical package such as Stata or R along with substantial experience of integrating data from different sources and ideally experience of emulated target trial approaches. A commitment to multi-disciplinary and collaborative working to build and maintain links within the team and external partners is required. Supervising and mentoring more junior colleagues, including research degree students, is also an essential part of the role.</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

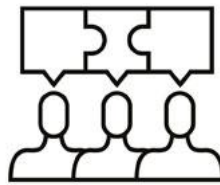
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**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 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 Elizabeth Allen.

Department Information

The Department of Non-Communicable Disease Epidemiology is the main focus of research on the epidemiology of non-communicable diseases at the London School of Hygiene & Tropical Medicine.

While most of our studies have been in the UK or other high-income countries, we have a growing programme of research on non-communicable diseases in low and middle income countries, including India and parts of the former Soviet Union. Research interests range from genetic susceptibility to disease, through metabolic and endocrine disease mechanisms to personal behaviours and the population health effects of changes in national diets and drinking behaviours.

Themes include determinants of ethnic variation in disease risk; adverse drug reactions; epidemiology of ageing; foetal and childhood origins of adult disease; determinants of reproductive outcomes; cardiovascular disease; growth factors and cancer risk; natural history of genital human papillomavirus (HPV); time trends in cancer survival; noncommunicable diseases in low and middle income countries.

The department has considerable methodological strength and experience, particularly in the analysis of genetic association studies and the conduct and analysis of large scale longitudinal cohort and record linkage studies. We work closely with colleagues in other departments and faculties and have excellent collaborative links with researchers in other institutions around the world. Funding comes from a wide variety of sources including the Medical Research Council, the Wellcome Trust and Cancer Research UK.

The Department head is Professor Dave Leon

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

Research Fellow

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;
5. To work collaboratively with the National Institute for Health and Care Excellence as well as national and international collaborators.

Assistant Professor

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 support and lead aspects of the INTEGRATE programme of research conducting emulated target trials to address areas of uncertainty related to important public health topics.
6. To work collaboratively with the National Institute for Health and Care Excellence as well as national and international collaborators.

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

Research Fellow

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;
3. To supervise MSc students on summer projects associated with the INTEGRATE programme.

Assistant Professor

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;
4. To supervise MSc students on summer projects associated with the INTEGRATE programme.

Internal Contribution

Research Fellow

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 build and maintain links between the INTEGRATE programme and LSHTM groups working on aspects of evidence generation for health policy.

Assistant Professor

1. To undertake activities that support the Department, Faculty, 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 build and maintain links between the INTEGRATE programme and LSHTM groups working on aspects of evidence generation for health policy.

External Contribution

Research Fellow

1. To demonstrate good external citizenship by contributing to learned society/conference events, journal and grant reviews etc;
2. To develop and contribute to public involvement activities related to the INTEGRATE programme and to help build additional external collaborations.

Assistant Professor

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 develop and contribute to public involvement activities related to the INTEGRATE programme and to help build additional external collaborations.

Professional Development and Training

Research Fellow

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 appropriate to the role;

Assistant 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;

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:

Research Fellow

1. A postgraduate degree, ideally a doctoral degree, in epidemiology, medical statistics or health data science.
2. Relevant experience in the design, conduct and interpretation of health-related epidemiological studies using large routine datasets.
3. Contributions to written output, preferably peer-reviewed, as expected by the subject area/discipline in terms of types and volume of outputs.
4. Proven ability to work independently, as well as collaboratively as part of a research team, and proven ability to meet research deadlines.
5. Evidence of excellent interpersonal skills, including the ability to communicate effectively both orally and in writing.
6. Evidence of good organizational skills, including effective time management.

Assistant Professor

1. A doctoral degree in epidemiology, medical statistics or health data science.
2. Substantial experience in leading the design, conduct and interpretation of health-related epidemiological studies using large routine datasets.
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.

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

7. Strong quantitative skills with expertise in a common statistical package (e.g. Stata or R)

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. Strong quantitative skills with expertise in a common statistical package (e.g. Stata or R)

Desirable Criteria

Research Fellow

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. Experience using emulated target trial approaches and an interest in robust causal inference.
5. Experience of engagement with national and/or international research and/or policy advisory bodies.
6. Experience developing collaborative and reproducible code for data analysis and statistical inference.
7. Experience of public and community involvement, engagement and participation.

Assistant Professor

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. Experience using emulated target trial approaches and an interest in robust causal inference.
7. Experience of engagement with national and/or international research and/or policy advisory bodies.
8. Experience developing collaborative and reproducible code for data analysis and statistical inference.
9. Experience of public and community involvement, engagement and participation.

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 fixed-term until 30 November 2027 and full-time 35 hours per week, 1 FTE. The post is funded by the NIHR and is available from 01 July 2025. The salary will be on the LSHTM salary scale, for Research Fellow Grade 6 in the range £45,097 - £51,156 or for Assistant Professor Grade 7 in the range £52,581-£60,191 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: Jan 2024