

ASSISTANT PROFESSOR



Job Title:	Assistant Professor (based in Malawi)
Department:	Population Health (DPH)
Faculty:	Epidemiology & Population Health (EPH)
Location:	Karonga, Malawi
FTE:	1.0
Grade:	G7 (spine point 38)
Accountable to:	Dean of Faculty through through Principal Investigator (PI, Prof Mia Crampin)
Job Summary:	The post-holder will play a key role in developing research, co-ordinating existing research in Karonga and identifying opportunities for developing further research of public health importance; as well as, to ensure good communication with national and international collaborators, including facilitating interactions with study principal investigators, and liaise closely with the programme management and administration team in Karonga and Lilongwe.

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 £140 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 Malawi Epidemiology and Intervention Research Unit (MEIRU)

The Malawi Epidemiology and Intervention Research Unit (MEIRU, current Director: Professor Mia Crampin), was formed in 2017 as partnership between LSHTM, Malawi Ministry of Health and Malawi College of Medicine (and more recently University of Glasgow), building on the long-standing Karonga Prevention Study.

MEIRU is funded primarily from UK Research funders, with additional support from LSHTM and University of Glasgow. Its remit is to conduct research including interventional and translational research on conditions of public health importance in Malawi and the region, whilst developing research capacity in Malawi.

MEIRU conducts research primarily in two geographical locations in Malawi; rural Karonga District, where there is also a long-established demographic surveillance site and urban Lilongwe city. In Karonga (approximately 500km from Lilongwe's international airport), MEIRU has 15-acre campus in lake-shore Chilumba, with a complex of laboratory, data management, workshop and administration facilities, and clinic space in multiple Ministry of Health facilities across the district. The Karonga Demographic Surveillance site has been operating since 2002, with 40,000 individuals under observation. In Lilongwe, MEIRU is based in the Ministry of Health Community Health Sciences Unit, with office and laboratory facilities. The urban population platform is Area 25, a densely populated urban area of approximately 65,000 individuals. MEIRU has clinic and office facilities at the Ministry of Health Area 25 Health centre and operates in other urban health facilities according to needs of particular studies.

The work of MEIRU builds on a long-standing programme of multidisciplinary infectious diseases research in Karonga Districts (notably HIV, TB, leprosy and vaccine preventable diseases) and since 2012, has included a major programme of non-communicable disease work, building on a large and detailed rural-urban survey of hypertension, diabetes, overweight and associated risk factors, and including multiple interventions aimed at prevention and management of chronic NCD and multimorbidities, in collaboration with international academic institutions and multiple Malawi stakeholders including relevant policy units.

The post

This is an exciting opportunity for an enthusiastic early/mid-career academic to lead and develop a programme of research at the Malawi Epidemiology and Intervention Research Unit (MEIRU), in Karonga, Malawi. MEIRU has an extensive programme of epidemiological and intervention research in chronic non-communicable diseases as well an ongoing programme of demographic and infectious diseases research.

The post holder will be leading and co-ordinating research at the MEIRU Karonga site. S/he will play a key role in developing research, co-ordinating existing research in Karonga and identifying opportunities for developing further research of public health importance. The successful applicant will ensure good communication with national and international collaborators, including facilitating interactions with study principal investigators, and liaise closely with the programme management and administration team in Karonga and Lilongwe. S/he will supervise researchers in Karonga, and will be responsible for overall co-ordination of field, clinical, data and laboratory teams and ensuring training and continuing professional development of staff.

The post-holder will be responsible for ensuring appropriate governance of research and quality of data collection at the Karonga site, and will ensure ongoing good relations with local authorities. The applicant will have experience commensurate with their stage in career, including peer-reviewed publications, presentations at international conferences and grant applications.

The post-holder must be willing to be based in Karonga, Malawi, a rural area, with frequent travel to Lilongwe. The applicant will also be required to travel to the UK occasionally for meetings.

The post-holder will also be expected to contribute to the ongoing capacity development of MEIRU, and to contribute to LSHTM's postgraduate teaching programme at MSc and PhD level.

The portfolio of duties outlined below will vary in accordance with the detailed expectations of the role and any additional role to which you are formally appointed (attached), all of which may be varied from time to time, and as agreed at your annual Performance and Development Review (PDR).

JOB DESCRIPTION

Main Activities and Responsibilities

KNOWLEDGE GENERATION

1. To deliver and develop 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, and publishing peer-reviewed outputs as lead and co-author;
2. To contribute to research degree 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 School policies;
4. To support the development of early-career researchers, including line-manage scientific, data, laboratory and clinical staff in Karonga;
5. To lead the MEIRU research programme in rural Karonga district, and liaise closely with the Lilongwe-based scientific staff over appropriate studies;
6. To oversee development of protocols, standard operating procedures, ethics applications, data collection tools and training material relating to MEIRU research in Karonga;
7. To liaise with Ministry of Health (Malawi) and other officials regarding operations in Karonga;
8. To ensure co-ordination of public engagement, field, data and laboratory activities in Karonga;
9. To develop a strategic plan for development of research in Karonga, with close liaison with LSHTM academics in particular.

EDUCATION

1. To deliver high quality, 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 of the School'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 School, including

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 School's mission and meets School's cost recovery targets

Committee membership;

2. To participate in own PDR and undertake those of others;
3. To be part of MEIRU senior management team;
4. To participate in the Karonga site cover rota;
5. To support the MEIRU Programme Manager and other administrative staff in successful delivery of programmes in Karonga.

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 & TRAINING

1. To keep up-to-date with the latest research/thinking in your academic field 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.

Applicants will be shortlisted solely on the extent to which they meet these requirements.

ESSENTIAL CRITERIA:

1. PhD in Epidemiology, Demography, Public Health or another relevant discipline.
2. Experience of living and/or working in a related setting.
3. Experience working independently and as part of a team.
4. Publication record commensurate with experience.
5. Proven experience in preparation of grant applications.
6. Knowledge of a statistical software package such as Stata.
7. Proven ability to work effectively as a leader of a multidisciplinary scientific team and in a multicultural environment, as well as independently.
8. Experience of line management and supervision of research staff.
9. Demonstrated interest in research area relevant to Malawi.
10. Proven written and oral communication skills in English.
11. Enthusiasm and commitment to be based at the MEIRU Karonga site.

DESIRABLE CRITERIA:

1. Experience in developing new statistical or epidemiological methods.
2. Experience in major grant applications.
3. Experience of working in low income countries preferably sub Saharan Africa.
4. Experience of supervision of PhD students.

SALARY AND CONDITIONS OF APPOINTMENT

This is a full-time post based in Malawi to start as soon as possible and is funded for the duration of 36 months. The salary will be on the Academic scale, Grade 7, spine point 38 (£45,878 per annum). 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.

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.

Applicants will be required to have the right to work in Malawi (or to apply for a suitable work visa).

Academic Expectations: Assistant Professor

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.

Knowledge generation: Independent researcher with excellent contributions, supporting less experienced researchers and with growing leadership skills
<i>Research and scholarship</i> <ul style="list-style-type: none">• Undertaking research individually and as part of a team• Applying for external grants and/or fellowships primarily from 'good'² research funders; contributing to work packages or elements within a large proposal• Contributing to financial sustainability of research group including exploring opportunities for industry funding for laboratory research• Contributing 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 3 years which are at least internationally excellent³• Engaging in other research dissemination including competitively selected oral and poster presentations at leading conferences, invited seminars and talks, and social media contributions such as twitter, blogs, webinars <i>Doctoral degree supervision</i> <ul style="list-style-type: none">• Contributing to doctoral degree supervision⁴ of at least one student, working within supervision team(s), supporting timely completions and peer-reviewed outputs• Contributing to summative assessment processes (e.g. upgrade assessments, pre- and post-viva support for students) <i>Research management, leadership and support</i> <ul style="list-style-type: none">• Management of entire research process or significant parts of it, including line and team management, grants management, management of research partner relationships• Supporting career development of research team members (eg informal mentoring, reviewing draft papers, advising on specific issues e.g. statistical issues, methodology) <i>Professional development referenced to RDF</i> <ul style="list-style-type: none">• Courses and other development activities, including mid-level management and leadership development
Education: Undertaking teaching and assessment, and developing as a research-informed educator within higher education
<i>Teaching and assessment</i> <ul style="list-style-type: none">• Research-informed teaching, supervision and assessment• Contributions to personal tutoring and/or development of less experienced educators (e.g. as peer-observer for PGCILT; as mentor; through leading staff development activities)• Participation in programme committees and/or exam boards <i>Educational development and innovation</i> <ul style="list-style-type: none">• Contributions to research-informed educational developments and innovations• Activities aimed at improving some aspect(s) of the student experience, or quality of education programme(s). <i>Education leadership and management</i> <ul style="list-style-type: none">• Leadership and/or management of selected aspects of the curriculum (e.g. as module organiser/deputy, or responsibility for another aspect of the student experience)• Supporting others to provide an excellent student experience and solve significant problems• Contributions to Education Task & Finish Group or similar

² 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 School's mission and meets School's cost recovery targets

³ 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

⁴ Students registered external to the School can be included (subject to agreement of DDDC/FDDD) where these fulfil capacity-building aims, support important research collaborations, or are a result of a recent move to the School.

Professional development referenced to UKPSF

- Activities which lead to PGCILT or equivalent and Fellow of HEA or equivalent; thereafter continuing professional development.
Activities that support professional development as an educator (e.g. training/educational studies, work-shadowing, use of feedback from students/colleagues)

Internal contribution: Contributions to School functioning and development

Internal citizenship

- Engagement in any one year of at least one of: Senate or Senate subcommittee, Ethics Committees, MRC Unit, Faculty and Departmental committees; MRC Unit Department, Faculty, School, Centre events or special interest groups; support to external collaborations/partnerships (beyond own research or education role); involvement in mentoring scheme

School leadership and management roles

- Not expected

External contribution: Contribution beyond the School

External citizenship

- Membership of society/conference committees
- Journal, book and/or grant reviews
- Invited presentations

Knowledge translation and enterprise: options include:

- Exploiting research-based knowledge beyond academia, e.g. through IP exploitation, consultancies
- Participation in and development of external networks for the School's benefit, such as identifying sources of funding, contributing to student recruitment, securing student placements, marketing the institution, facilitating outreach work, or building relationships for future activities
- Collecting evidence of research impact for impact case studies
- Supporting public engagement including MOOCs/OERs or other educational outreach