

RESEARCH FELLOW



Job Title:	Research Fellow in Early Child Development and Disability
Department:	Infectious Disease Epidemiology & International Health
Faculty:	Epidemiology and Population Health
Location:	London, Keppel Street
FTE:	0.6
Grade:	G6
Accountable to:	Head of Department through Principal Investigator (PI) Cally Tann
Job Summary:	<p>The post-holder will be part of the Baby Ubuntu early child development and disability team at LSHTM. Baby Ubuntu is a group, participatory programme for young children with developmental disability and their families. The programme is currently being implemented in East Africa and adapted for use in diverse settings.</p> <p>The post-holder will coordinate the development, implementation and evaluation of the Baby Ubuntu programme. They will contribute to stakeholder mapping activities, onboard new implementation partners and support them in delivering the programme with fidelity. Their clinical expertise and experience in delivering care and support for children with developmental disabilities and their families, will substantially support them in this role. Their expertise in developing and delivering training will be used to support the development and evaluation of a new Ubuntu Master Trainer programme.</p> <p>The post-holder will support and contribute to implementation and co-ordination of research including mixed methods evaluation of programme impact. In addition, they will support the development and evaluation of new modules for the programme manual and tablet application.</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

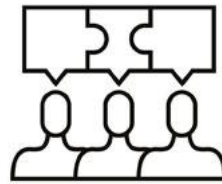
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**Act with
integrity**



**Embrace
difference**



**Work
together**



**Create
impact**

Faculty Information

The Faculty of Epidemiology & Population Health

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 three distance Learning MSc courses: 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.

THE DEPARTMENT

The Department of Infectious Disease Epidemiology and International Health conducts research on the epidemiology and control of infectious diseases, and other topics relevant for global public health. Work is carried out in low-, middle- and high-income countries, including in the United Kingdom, in close collaboration with country partners and global stakeholders.

The Department has research groups working on maternal, perinatal and child health; adolescent health; infectious diseases including HIV, tuberculosis, malaria and Neglected Tropical Diseases; vaccines; and humanitarian crises. Most staff have a disciplinary training in epidemiology or medical statistics, and a background in one or more of biology, medicine, mathematics, or social science.

The Department works closely with the Department of Infectious Disease Epidemiology & Dynamics.

The Department Heads are Professor Oona Campbell and Professor Sian Floyd.

THE PROJECTS

The Baby Ubuntu programme

Baby Ubuntu is a participatory programme of early care and support for young children

with developmental disability and their caregivers. The programme aims to promote participation and inclusion for children with developmental disabilities and their families in resource constrained settings. The programme was co-designed by, and continues to work in close partnership with, expert parents aiming to develop strategies to promote caregiver skills and agency. Baby Ubuntu is supported by a core team of allied health professionals and researchers currently working with 18 different implementation partners across eleven countries, including Uganda, Rwanda, South Africa and Somaliland. The programme has an active Community of Practice with 500+ practitioners across more than 80 different countries and territories and is currently being co-adapted for use in a resource-constrained NHS setting in the UK as an example of a decolonised healthcare innovation. The Ubuntu shared learning hub team provide supervision and mentorship to implementation partners through educational webinars and shared learning events and is active on [LinkedIn](#) and [X](#) (formerly, Twitter). More information on the programme can be found on the Ubuntu Hub [website](#) and published [blogs](#). Aspects of the programme are being incorporated into the World Health Organizations Caregiver Skills Training for Infant and Young Children, currently under development to provide a global programme of early care and support for children 0-3 years.

Neonatal health and early child development research

The Baby Ubuntu programme is part of a number of wider clinical research projects. This research focuses on neonatal (newborn) health outcomes and interventions including risks and impacts of common newborn conditions on the developing brain, and how best to support children with developmental disabilities and their families to thrive. The research aims to improve our understanding of risk factors and early predictors of outcomes related to newborn conditions, with a focus on newborn brain injury in sub-Saharan African contexts, including a focus on newborn neuroprotection strategies aiming to improve outcomes for affected children and their families. Current research includes cluster randomised trial of the Baby Ubuntu programme, integrated with government health systems in Rwanda funded by Grand Challenges Canada, Saving Brains and the FCDO through the PENDA consortium.

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.
5. To contribute to Baby Ubuntu programme research activities including programme development, implementation, monitoring and evaluation. This will include support to the country teams and collaboration with partnering organisations and research groups working with the Baby Ubuntu team under the leadership of the Principal Investigator;
6. To support programme monitoring, evaluation and learning including data management and the development of data collection tools;
7. To participate in scientific papers, reports and dissemination of findings as well as making oral or poster presentations at conferences, and assisting colleagues with such presentations as appropriate. To contribute to dissemination for national, regional and global uptake.

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 play an active role in participating in supporting activities in the MARCH Centre, the International Centre for Evidence in Disability and the Maternal Newborn Group.

External Contribution

1. To demonstrate good external citizenship by contributing to learned society/conference events, journal and grant reviews etc;
2. To liaise effectively with Ubuntu partners in East Africa and globally, relevant ministries, donor organisations and affiliated technical experts in order to maintain and expand Baby Ubuntu and LSHTM partnerships.

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 a relevant topic.
2. Relevant experience in early child development and disability programme development and project management.
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.
7. Clinical experience in caring for children with developmental disabilities and their families in a low-income country setting
8. Experience in delivering participatory training
9. Excellent skills in analytical reasoning, critical thinking, and strong attention to detail

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. Relevant experience in implementation and mixed-methods evaluation of health and social care interventions for children at risk of developmental disabilities in the low-income country context.
5. Knowledge and experience of using established tools for the screening and comprehensive assessment of early child development and disability.
6. Experience in designing participatory training utilising adult learning theory.
7. Experience in public participation and engagement in research.

Salary and Conditions of Appointment

The post is fixed term until 31 March 2026 and part-time 21 hours per week, 0.6 FTE. The post is funded by the CRI Foundation and is available from 01 October 2025. The salary will be on the Academic scale, Grade 6 scale in the range £45,097 - £51,156 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.

This role does not meet the minimum requirements set by UKVI to enable sponsorship under the skilled worker route. Therefore we cannot progress applications from candidates who require sponsorship to work in the UK.

Date amended: Jan 2024