

RESEARCH FELLOW



Job Title:	Research Fellow
Department:	GHD
Faculty:	PHP
Location:	15-17 Tavistock Place, London, UK
FTE:	1.0
Grade:	G6
Accountable to:	Hana Rohan
Job Summary:	This exciting post provides an opportunity to contribute to the UK Public Health Rapid Support Team's social science research programme. Based in London and Sierra Leone, the post-holder will conduct social science research into health seeking behavior and decision-making, health worker perceptions of Lassa fever, and the ways in which the 2013-2016 Ebola outbreak might have influenced Lassa fever care seeking and management.

GENERAL INFORMATION

The Purpose and Role of the UK-PHRST

The UK-PHRST is a joint and equal partnership between the London School of Hygiene and Tropical Medicine (LSHTM) and Public Health England (PHE). The UK-PHRST Director is the accountable person to UK Government, through PHE, for delivery of UK-PHRST objectives. UK-PHRST continually monitors infectious diseases and other hazards globally, identifying situations where the deployment of specialist expertise can mitigate these threats. It rapidly deploys on behalf of UK Government, either bilaterally or as part of the World Health Organisation Global Outbreak Alert and Response Network, a standing team of multidisciplinary public health professionals and researchers as required in countries that are a priority for the UK's Official Development Assistance (ODA) programme.

UK-PHRST has the following objectives:

- Within ODA-eligible LMICs, rapidly investigate and respond to disease outbreaks at the source, with the aim of stopping a public health threat from becoming a health emergency.
- Conduct rigorous research to aid epidemic preparedness and response.
- Generate an evidence base for best practice in disease outbreak interventions within
- LMICs.
- Train a cadre of public health reservists for the UK-PHRST who could be rapidly deployed to respond to disease outbreaks.
- Build in-country capacity for an improved and rapid national response to disease outbreaks and contribute to supporting implementation of International Health Regulations.

The UK-PHRST is planning to conduct social science research on Lassa fever in Sierra Leone to improve understanding of Lassa fever identification, referral, treatment provision and health-seeking behaviour in post-Ebola Sierra Leone in order to provide recommendations to support earlier clinical presentation and reduced Lassa fever morbidity and mortality. The research will explore themes around the extent to which the health system supports rapid referrals and treatment for Lassa, trust in political and health authorities and systems, health care decision-making, and health worker perceptions of Lassa fever, and will explore the ways in which the 2013-2016 Ebola outbreak may have affected health seeking behavior for Lassa fever.

The post holder will work closely with the PI, the wider UK-PHRST (especially clinical research and epidemiological staff), and with field teams in Sierra Leone. They will be responsible for study inception,

conducting research on Lassa fever in Sierra Leone, and working with the team to disseminate findings to a wide audience of communities, policy makers, health workers, and academic colleagues in Sierra Leone and internationally.

The post holder will report to the PI. They will not directly line manage any staff but may be asked to support students or researchers technically or logistically to ensure the research is successful. The post holder will be based in London but will be expected to spend significant periods of time in both rural and urban Sierra Leone conducting and overseeing research there.

About the School

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 by Sir Patrick Manson, the School has expanded in recent years at its two main sites on Keppel Street and Tavistock Place. 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.

Research income has grown to over £85 million per year from national and international funding sources including the UK government, the European Commission, the Wellcome Trust and philanthropic sources.

Education programmes have grown to more than 1,000 London-based Master's and Research students, 2,900 studying Master's by distance learning and 1,000 on short courses and continuous professional development. We have also launched a series of free online courses, and more than 15,000 people registered on the first of these, Ebola in context. Our staff, students and alumni work in more than 150 countries in government, academia, international agencies and health services.

The School is highly ranked in various university league tables. It was named the world's leading research-focused graduate school in the Times Higher Education World Rankings in 2013. In 2014, it was ranked in the top 10 universities in the world for citation rate by the new EU-supported U-Multirank database, fourth in the world for impact in medical sciences by the Leiden Ranking and third in the world for social science and public health in the US News Best Global Universities Ranking. According to the results of the UK government's Research Excellence Framework, published in December 2014, the School was ranked second overall (after the Institute for Cancer Research) on the key measure of impact.

Mission

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.

Organisation and Management

There are three academic faculties, one principally concerned with infectious and tropical diseases and two with public health (Faculty of Epidemiology & Population Health; Faculty of Public Health & Policy).

Faculty of Public Health and Policy

The School is divided into three academic faculties, of which the Faculty of Public Health & Policy is responsible for research and teaching in the policy, planning and evaluation of health programmes and services. Its interests are both national and international, encompassing industrialized and low and middle-income countries. The Faculty has three research departments:

- Health Services Research and Policy (HSRP)
- Global Health and Development (GHD)
- Public Health, Environments and Society (PHES)

In the Faculty there are about 250 academic staff drawn from a variety of disciplines including medicine, statistics, epidemiology, sociology, economics, anthropology, operational research, psychology, nursing and history. Each department is responsible for its own research. The School has adopted a rotating system of management for its academic departments and faculties. The management of a department is under the control of the Department Head, appointed by the Director for a period of three years in the first instance. The Faculty Head is appointed in a similar manner but for an initial period of up to five years.

The Faculty of Public Health and Policy is responsible for organizing a one-year Master's course in Public Health, which allows students to take either a general MSc in Public Health, or to follow one of several more specialised streams: Health Services Management, Health Promotion, Environmental Health or Health Services Research. The Faculty also jointly teaches the MSc Public Health in Developing Countries and MSc Control of Infectious Disease (with the Faculties of Infectious and Tropical Diseases and Epidemiology and Population Health), and MSc Health Policy, Planning and Financing (jointly with the London School of Economics). Master's courses are organized in a modular format across the whole School. One of the growing areas of Faculty teaching is distance-based learning, with MScs in Public Health and Global Health Policy. In 2017/18, over 230 students were registered for our face-to-face Masters programmes and nearly 1600 students were registered for distance learning MScs.

The Faculty has also reorganized and expanded its research degree (MPhil/PhD; DrPH) training. Currently there are about 108 students and 23 staff members registered for a research degree.

Department of Global Health and Development (GHD)

The department conducts novel and policy-relevant research and training that concerns health issues with a global reach, predominantly from the perspective of low- and middle-income country development. There are approximately 100 staff and 80 research degree students, with total grants funding of over £30m spread over a range of funders including research councils, UK and overseas charities, the European Union, Department for International Development and others. Academic Staff come from a wide range of disciplines including; economics, epidemiology, mathematics, law, politics, social policy and policy analysis, sociology and anthropology and are grouped into two units and a number of thematic research groups. The post advertised would support staff within one or more of these research groups and would work as one of a team of project coordinators in the department.

Public Health England

PHE is one of the world's leading public health institutes. It is an executive agency of the Department of Health and is a distinct delivery organisation with operational autonomy. Alongside PHE's core function of protecting and improving the nation's health, it also plays a significant role in the global health arena. Its work in this area is guided both by PHE's Global Health Strategy, which launched in September 2014, and the Department of Health's Global Health Security objectives. A key focus of that work is improving global

health security, responding to international disease outbreak and other significant events with health impacts (including humanitarian emergencies), and in building public health capacity in LMICs (particularly by supporting implementation of the International Health Regulations). It does this by drawing on the deep and wide ranging public health expertise of its staff and by working with and through other long-standing global health partners, such as the World Health Organization's (WHO) Global Outbreak Alert & Response Network, European Union, and International Association for Public Health Institutes.

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

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.

Academic Expectations: Research Fellow

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).

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.

<i>Knowledge generation: Independent contributions and a clear trajectory towards excellence as an academic researcher</i>
<p><i>Research and scholarship</i></p> <ul style="list-style-type: none"> • Undertaking research under the UK PHRST Social Science portfolio • 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 • Contributing to peer-reviewed outputs, including as first author, as expected by the subject area/discipline in terms of types of output • Poster/oral presentations at relevant conferences, translation of research findings into educational materials • Social media contributions such as twitter, blogs, web-based media or webinars <p><i>Research management, leadership and support</i></p> <ul style="list-style-type: none"> • Effective management of own time and activities • Management of small research grants or elements of larger grants, including management of data collection and relationships with research collaborators, support to grants management <p><i>Professional development</i></p> <ul style="list-style-type: none"> • Courses and other professional development activities
<i>Education: Basic competence in teaching and assessment</i>
<p><i>Teaching and assessment</i></p> <ul style="list-style-type: none"> • Research-informed teaching and assessment contributions (e.g. contributions to modules, MSc project supervision) <p><i>Educational development and innovation</i></p> <ul style="list-style-type: none"> • Contributing to the development of new educational materials, learning opportunities or assessments approaches <p><i>Professional development</i></p> <ul style="list-style-type: none"> • Participation in professional development activities referenced to UKPSF (e.g. HEA, PGCILT, preparation for doctoral degree supervision, shadowing more experienced colleagues)
<i>Internal contribution: Contributions to School functioning and development</i>
<p><i>Internal citizenship</i></p> <ul style="list-style-type: none"> • Contributing to UK PHRST events; • Supporting external School collaborations/partnerships (beyond own research or education role) where relevant
<i>External contribution: Contribution beyond the School</i>
<p><i>External citizenship</i></p> <ul style="list-style-type: none"> • Contributing to learned society/conference events, journal and grant reviews etc <p><i>Knowledge translation and enterprise: not expected but options include:</i></p> <ul style="list-style-type: none"> • Collecting evidence of research impact for impact case studies (e.g. policy records, correspondence with policy makers, media highlights) • Engaging with policy/practice/industry/NGO communities and the general public • Supporting MOOCs/OERs or other (e.g. educational) outreach

Key Responsibilities for Post Holder

Working in close collaboration with senior social scientists the post holder will:

1. Develop protocols, tools, ethics submissions, and other documentation required to initiate this research programme.
2. Recruit and supervise a social science team in Sierra Leone.
3. Conduct high quality social science research.
4. Provide rapid feedback on findings emerging from the research to support clinical and epidemiological research studies on Lassa fever and improve community outreach strategies for Lassa fever in Sierra Leone.
5. Lead and/or assist in the development of publications and other outputs arising from the research.
6. Engage with members of the wider academic community, especially social scientists working on infectious disease response.
7. Respond to internal and external requests for information about the research.
8. Contribute to the schools' postgraduate teaching programme, as feasible (normally 10% to 15% of time).
9. Contribute to the academic life of the UK Public Health Rapid Support Team, the Global Health & Development Department and the Faculty of Public Health & Policy.
10. Undertake other duties as may be required that are consistent with the nature and grade of the post.

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:

- PhD or DrPH level qualification in social science/public health or equivalent experience conducting qualitative health research.
- Knowledge of social and political perspectives on infectious disease outbreaks.
- Demonstrable experience working as a social scientist with experience working in sub-Saharan Africa.
- Practical experience in the management of social science researchers.
- Proven experience of conducting qualitative analysis and experience with qualitative data analysis software.
- Willingness to be based in Sierra Leone for discrete periods of time (up to 2 months).
- Proven ability to use initiative and judgement to anticipate potential issues and solve problems.
- High level of personal motivation and flexibility.
- Display a professional attitude towards colleagues, students and others.
- Excellent inter-personal skills and a willingness to work with others to overcome problems as and when they arise.
- Evidence of having worked effectively in a multicultural environment.
- Excellent written and oral communication skills in English.

DESIRABLE CRITERIA

- Proven experience of conducting social science research on infectious disease outbreaks, health seeking behavior, and/or experience working in Sierra Leone.
- Publications commensurate with Research Fellow level.
- Good knowledge of social perspectives on Ebola Virus Disease or other emerging infectious diseases.
- Evidence of having worked effectively both independently and as a member of a multidisciplinary scientific team.

SALARY AND CONDITIONS OF APPOINTMENT

The post is available from January 2019. The salary will be on the Academic Grade 6 scale in the range £39,304 - £44,634 per annum (inclusive of London Weighting), and is funded for 12 months. 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. Please quote reference PHP-GHD-2018-16.

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.

Applications should be made on-line via our website at jobs.lshtm.ac.uk. The reference for this post is PHP-GHD-2018-16. Any queries regarding the application process may be addressed to jobs@lshtm.ac.uk or hana.rohan@lshtm.ac.uk. Interviews are expected to be held shortly after the closing 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.

Further information about Certificate of Sponsorship and eligibility to work in the UK, can be found at: www.ukba.homeoffice.gov.uk/employers/points

Date compiled: November 2018