

RESEARCH FELLOW



Job Title:	Research Fellow
Department:	Health Services Research & Policy
Faculty:	Public Health & Policy
Location:	London (Tavistock Place)
FTE:	0.8 - 1.0 FTE
Grade:	G6
Accountable to:	Head of Department through Principal Investigator (Marie Sanderson)
Job Summary:	The postholder will have two areas of responsibility. The overall purpose of the position is to undertake and deliver high-quality qualitative research as part of the team delivering the Post Implementation Review of the Health and Care Act 2022 project and on a variety of projects as a member of the Policy Research Unit in Health and Social Care Systems and Commissioning (PRUHSSC). Both areas of responsibility will involve conducting qualitative interviews, meeting observations, focus groups; engaging with relevant academic and policy literature; writing project reports, academic papers and outputs for, and presenting findings to, a range of audiences; engaging with policy makers to help inform policy development with research findings. The post-holder will be required to engage with a range of disciplinary perspectives (predominantly in social sciences); to be familiar with qualitative research methods; to independently co-ordinate their own workload and deliver work to meet deadlines; and to manage research governance and administrative activities. There is an expectation that the post-holder will contribute as required to the wider academic activities of the Faculty of Public Health and Policy (to include teaching, student mentoring or supervision, and assessment) and to participate in appropriate training and quality assurance processes for such roles.

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

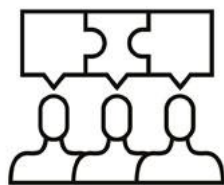
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**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 Health Services Research and Policy (HSRP)

The aim of the Department is to carry out research that helps to improve the quality, organisation and management of health services and systems. This work covers the three essential stages required to improve health care at the service, organisational and national level:

- studies to establish the most effective practices and policies, including how care can be best organised and delivered
- research assessing the quality of existing services and policies
- establishing how services and policies can be improved to achieve more resilient systems.

We conduct research aiming to understand how health services and systems behave, alongside applied research to support clinicians, managers, and policymakers. Our work

brings together a wide range of methods, including quantitative evaluation, policy analysis and qualitative studies, and teams from a wide range of disciplines.

In addition to running a large number of research projects, we also run the [Clinical Effectiveness Unit](#) at the Royal College of Surgeons of England and support a similar unit at the Royal College of Obstetricians & Gynaecology.

HSRP is home to the National Institute of Health Research (NIHR) [Policy Innovation and Evaluation Research Unit \(PIRU\)](#) and the [Policy Research Unit in Health and Social Care Systems and Commissioning \(PRUHSSC\)](#); we also host one of the two UK offices of the [European Observatory on Health Systems and Policies](#).

While most of our research focuses on high-income countries, the UK in particular, an increasing portfolio of work addresses health system challenges in low resource settings, with a focus on mental health and non-communicable diseases, with close links to the LSHTM's [Centre for Global Chronic Conditions](#).

We host the [Journal of Health Services Research & Policy](#). The journal presents the latest scientific research, insightful overviews and reflections on underlying issues, and innovative, thought-provoking contributions from leading academics and policymakers. Publications by department staff can be found in the School's [online publications repository](#).

NIHR Policy Research Unit in Health and Care Systems and Commissioning (PRUHSSC)

The post holder will be part of The Policy Research Unit in Commissioning and the Health and Social Care System (PRUHSSC). PRUHSSC is a collaboration between The University of Manchester, the London School of Hygiene and Tropical Medicine and the University of Kent.. The Unit is funded by the National Institute for Health and Care Research (NIHR) Policy Research Programme, and led by Professor Kath Checkland and Professor Matt Sutton at the University of Manchester. The Unit undertakes research to inform DHSC policy on the organisation of the health system and the commissioning/planning of services, and members of the Unit work closely with policymakers from DHSC. At any one time the Unit will carry out 2-3 larger scale (1-2 years) projects and several shorter term pieces of work as requested by DHSC. In addition to project reports and academic outputs, the Unit provides bespoke policy briefings and presentations for policymakers and works closely with civil servants to ensure that the research is relevant and helpful.

This postholder will be part of a PRUHSSC team at LSHTM. In this team we study how NHS and social care services are organized and governed, how decisions are made about what services to provide, how money is spent, and how policymakers ensure oversight and accountability of services. In the past we have investigated the impact of provider competition and collaboration on commissioning, and deployment of complex contracting arrangements in the NHS. Currently, we are looking in particular at governance and accountability within Integrated Care Systems, the development of provider collaboration and the mechanisms by which services are being procured (application of the new Provider Selection Regime Regulations). Our research follows qualitative (interviewing, observation, documentary analysis) methods, and we are steered by theories of interorganizational relations, contracting, resource allocation, governance and modes of co-ordination (markets/networks/hierarchies). In the first instance, the postholder will be required to join the research team delivering the core

PRUHSSC project on the development of provider collaboration, sharing responsibility for fieldwork, data analysis and writing outputs

Post Implementation Review of the Health and Care Act 2022

The post holder will also have a role in the delivery of an NIHR Policy Research Programme grant 'Post-implementation review of the Health and Care Act 2022.' The aim of this research is to build an evidence base on how system working is evolving to deliver integrated care and support across Integrated Care Systems in England following the legislative changes, and so inform future policy development. The research team is a collaboration led from the Department of Health Services Research and Policy at London School of Hygiene and Tropical Medicine, with the University of Manchester and the University of Kent. The Joint Principal Investigators for the research are Dr Marie Sanderson (LSHTM) and Dr Jonathan Hammond (The University of Manchester). The project concludes at the end of October 2026 and is currently in Phase 2, which involves case study research (interviews, meeting observation, documentary analysis) in two case studies ICSs. This postholder will be part of a research team which includes qualitative researchers who are based at the University of Manchester. The post holder will work closely with the research team across LSHTM, The University of Manchester and The University of Kent to ensure the smooth and efficient running of the project, and play a key role in supporting the day-to-day management of the project.

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).

This is a full-time post that allows a mix of office-based, homeworking, and qualitative fieldwork within the UK. You would also be expected to attend PRUHSSC meetings in London or Manchester as and when required, as well as occasional travel to other areas of the UK for work related reasons.

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 the 'Post-implementation Review of the Health and Care Act 2022' and to the research projects conducted by PRUHSSC by:
 - a. leading applications for ethics and governance permissions;
 - b. contributing to research design and research instruments;
 - c. organizing data collection, collecting and analysing data for qualitative elements of the Post Implementation Review and PRUHSSC research as agreed with the PI;
 - d. leading research activities, including recruiting and negotiating access in case study sites (regular travel to case study sites may be required);
 - e. undertaking reviews of relevant literature;
 - f. contributing to the Unit's unplanned work which is responsive at short notice to DHSC's requirements for evidence and advice on policy innovations and their evaluation;
 - g. working closely with the wider research teams in the research project and PRUHSSC.
6. To write or co-write project reports for the DHSC as required by the PI, and publish (or contribute to publications) in peer-reviewed journals (as well as other appropriate professional and public media).
7. To communicate research findings (or contribute towards communications) through international and national conferences, mass media and, in particular, through

close engagement with national policy-makers, health and social care managers, and clinicians/other professionals, etc., as appropriate to particular projects;

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.

External Contribution

1. To demonstrate good external citizenship by contributing to learned society/conference events, journal and grant reviews etc;
2. To contribute to activities that will help to achieve the research team's objectives.

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. Experience in qualitative research, which include design, data collection methods and analytic strategies
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. Good understanding of the English NHS, including current policy context, system design, commissioning and service delivery
8. Experience of conducting qualitative research in a public policy and/or organizational context in the UK and publishing from qualitative work
9. Good working knowledge of research processes, regulatory requirements and NHS governance and ethical procedures

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. A research degree in a social science discipline such as social policy, socioeconomics, political science, public administration, sociology or organisational studies
5. Experience in undertaking research into health and/or social care in England which focuses on organisations as the unit of analysis
6. Experience of synthesizing evidence from a variety of sources including peer reviewed papers.

Salary and Conditions of Appointment

The post is available full-time or part-time, 28 - 35 hours per week, 0.8 – 1.0 FTE and fixed term until 31 August 2027. The post is funded by the NIHR Policy Research Programme and is available from 01 May 2026. The salary will be on the LSHTM scale, Grade 6 in the range £45,728 - £51,872 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 operates a Hybrid Working Framework which, alongside agreed service requirements, enables teams to work more flexibly where the role allows - promoting wellbeing and a better work/life balance. Please note that roles based in London are required to work on-site a minimum of two days per week.

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 but due to the salary range for this role not meeting the UKVI requirements, only applicants under certain circumstances may qualify for sponsorship for this role. Please refer to the details on the Skilled Worker visa pages to check if you are able to be paid below the [general threshold](#). Please indicate this in your application and proceed if you are able to meet the requirements.

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: January 2026