

# RESEARCH FELLOW



<b>Job Title:</b>	<b>Research Fellow – Translational Social Norms Practice</b>
<b>Department:</b>	Global Health and Development (GHD)
<b>Faculty:</b>	Public Health and Policy (PHP)
<b>Location:</b>	London
<b>FTE:</b>	1.0 (Full time)
<b>Grade:</b>	G6
<b>Accountable to:</b>	Dr. Ben Cislighi
<b>Job Summary:</b>	The post holder's primary responsibility will be to support the design of a social norms mentorship programme. The mentorship programme will be open to organisations working on child protection who want to integrate a social norms perspective. The research fellow will also support the work of the centre, as agreed with the line manager when such opportunities arise. This work might especially relate to strengthening the evidence base on how social norms perpetuate harmful practices including violence and gender-related inequalities and how social norm theory can be used to inform prevention programming in low- and middle-income countries.

## 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 £110 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.

## **FACULTY INFORMATION**

### **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 & Development (GHD)**

The Department (headed by Professor Catherine Goodman) aims to conduct novel and policy-relevant research and training that concerns health issues with a global reach, predominantly from the perspective of the development of low and middle-income countries. The Department comprises 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. Staff come from a wide range of disciplines including economics, epidemiology, mathematics, policy analysis, medicine and social anthropology and are organized into two research units. Members of the Department also edit the journal Health Policy and Planning.

## **The Centre for Gender Violence and Health**

The post holder will join the Gender, Violence and Health Centre (GVHC) at the London School of Hygiene and Tropical Medicine (LSHTM) as a key member of Centre's work on preventing violence against women and children. The GVHC is a vibrant multidisciplinary group with an international research portfolio of action oriented, intervention based research on the extent, causes and consequences of gender based violence. In addition to collaborating on Centre projects more generally, the post holder will support the design of a research study on honour, child protection, and social norms.

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**

### **Duties and responsibilities**

The post holder's primary responsibility will be to support the design of a social norms mentorship programme. The mentorship programme will be open to organisations working on child protection who want to integrate a social norms perspective. The research fellow will also support the work of the centre, as agreed with the line manager when such opportunities arise. This work might especially relate to strengthening the evidence base on how social norms perpetuate harmful practices including violence and gender-related inequalities and how social norm theory can be used to inform prevention programming in low- and middle-income countries.

Specifically, the post holder will have the following responsibilities:

#### **i. Research**

- Support the design and convening of a 'social norms mentorship programme', including the design of a training course for practitioners working on norms change.
- Conduct a systematic review on the state of the evidence of social norms interventions for child wellbeing.
- Contribute to advancing our understanding of how social norms that affect harmful practices can shift, co-convening two meetings on social norms change of the existing LSHTM learning initiative on social norms and gender-related harmful practices.
- Write meeting-related reports for internal and external audiences.
- Contribute to the development of other peer-reviewed publications and other forms of dissemination material.
- To undertake high quality research & scholarship, including contributing to drafting major grant proposals and/or leading on drafting small grant proposals;
- To make a contribution to research degree student supervision, as appropriate to qualifications and experience;
- 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 School policies;
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#### **ii. Project Management**

- Contribute to developing proposals for new funding to support new areas of research and methodological development as they emerge.
- Offer support to two organisations currently working to integrate a social norms perspective in their interventions.

- Oversee the design, planning and coordination of two meetings of the steering committee of the social norms mentorship programme, and two meetings on social norms and gender-related harmful practices, with support from GVHC travel and logistics staff.

#### KNOWLEDGE GENERATION

1. To undertake high quality research & scholarship, including contributing to drafting major grant proposals and/or leading on drafting small grant proposals;
2. To contribute to peer-reviewed publications, including as lead author;
3. To make a contribution to research degree 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 School policies.

#### EDUCATION

1. To contribute to the delivery of high quality, 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 the School'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 or the School;
2. To participate in the School's PDR process.

#### EXTERNAL CONTRIBUTION

1. To demonstrate good external citizenship by contributing to learned society/conference events, journal and grant reviews etc;

#### 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. Where the length and nature of the position permits, to register for and complete a doctoral degree (if not already acquired);

3. 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**

### **Essential Criteria:**

1. PhD in a relevant subject, preferably sociology, public health, social psychology, development studies or other relevant social science OR in cases of candidates with a strong professional experience, relevant MA or MSc will be accepted without need for a PhD.
2. Experience using mixed methods to study complex social phenomena.
3. Experience in conducting systematic reviews.
4. Proven ability to write up research results for dissemination in a range of formats for different audiences including peer reviewed publications, reports and policy briefs.
5. Experience in managing research and/or implementation projects.
6. Theoretical or practical knowledge of social norms interventions in low and middle-income countries

### **Desirable Criteria:**

1. Experience conducting field research and/or implementing social norms programmes in low and middle-income countries.
2. Publication record commensurate with professional experience.
3. Coordination and liaison skills with a proven history of effectively coordinating projects and the ability to work as a collaborative member of multidisciplinary scientific team

## **SALARY AND CONDITIONS OF APPOINTMENT**

The appointments will be London-based and full-time for 12 months in the first instance starting as soon as possible, with the possibility of extension. Salary will be on the Academic Pathway, Grade 6, £39,304 to £44,634 per annum (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 "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](mailto:jobs@lshtm.ac.uk). Please quote reference PHP-GHD-2018-19.

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.

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 Certificate of Sponsorship and eligibility to work in the UK, can be found at: [www.ukba.homeoffice.gov.uk/employers/points](http://www.ukba.homeoffice.gov.uk/employers/points)