

ASSISTANT PROFESSOR OR ASSOCIATE PROFESSOR



Job Title:	Assistant Professor or Associate Professor
Department:	Health Service Research and Policy
Faculty:	Public Health and Policy
Location:	London
FTE:	Full time – 35 hours
Grade:	Assistant Professor Grade 7 or Associate Professor Grade 8
Accountable to:	Head of Department through Professor David Cromwell
Job Summary:	This is a unique opportunity for a statistician, epidemiologist, health services researcher or data scientist to take a key role in a national centre of excellence dedicated to strengthening NHS cancer services and reducing unwarranted variation in care. Working alongside clinicians, hospital staff and other stakeholders, you will develop and apply innovative analytical methods to transform linked national cancer datasets into evidence that improves cancer care. The National Cancer Audit Collaborating Centre (NATCAN) carries out large-scale epidemiological studies identifying determinants of variation in treatments and outcomes, and understanding how these might affect the quality of care. Better data science methods may yield more insightful evidence by improving our ability to: identify conditions and the severity of disease; understand patterns of treatments and outcomes along complex care pathways; handle records with missing or erroneous data; combine datasets more robustly; develop better performing risk models; and implement outcome monitoring systems. The post holder will take a leading role in multidisciplinary teams of researchers and clinicians based at the Clinical Effectiveness Unit, the longstanding academic collaboration of the London School of Hygiene & Tropical Medicine and the Royal College of Surgeons of England (RCS), established in 1998, where NATCAN is based.

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

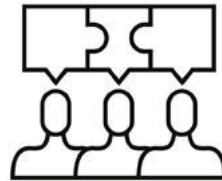
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**Act with
integrity**



**Embrace
difference**



**Work
together**



**Create
impact**

Faculty Information

Faculty of Public Health and Policy

The 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
- Global Health and Development
- 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 Health Services Research and Policy

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 extends from establishing what care should be provided and how services should be organised, through assessing the quality of existing services, to how improvements can be brought about. Most of the research is in high income countries and, in particular, the UK. Our staff reflect both the multi-disciplinary (epidemiology, public health, sociology, psychology, economics, statistics, social and public policy) and multi-professional nature of our work (<http://www.lshtm.ac.uk/php/hsrp/index.html>).

Establishing what care should be provided and how services should be organised

involves primary evaluative research (on particular health care interventions and policies), reviews of existing research evidence and modelling possible options. In addition to specific projects, we run the Clinical Effectiveness Unit at the Royal College of Surgeons of England, support a similar collaboration with the Royal College of Obstetricians and Gynaecology. HSRP is furthermore home to PIRU (<http://www.piru.ac.uk/>), PRUComm (<http://www.prucomm.ac.uk/about-us>), and the LSHTM hub of the NIHR School for Public Health Research (<http://sphr.nihr.ac.uk/>). The Department is part of the School's European Centre on Health of Societies in Transition (ECOHST) (<http://www.lshtm.ac.uk/ecohost/>) which, in turn, is a major partner in the WHO-funded European Observatory on Health Systems and Policies (<http://www.euro.who.int/observatory>).

Clinical Effectiveness Unit / The Royal College of Surgeons of England

The Clinical Effectiveness Unit (CEU) is a leading centre for national clinical audit and epidemiological research. It is internationally recognised for its expertise on the methods, and logistics of undertaking large-scale evaluations into the quality of hospital care. It has undertaken national projects on vascular surgery, cancer, emergency bowel surgery, joint replacement, tonsillectomy, and the treatment of children with a cleft lip or palate. The findings from these projects have directly influenced medical practice as well as clinical policy in the UK.

The CEU was established in 1998 as a collaboration between the Royal College of Surgeons of England and the Department of Health Services Research & Policy of the London School of Hygiene and Tropical Medicine (LSHTM). Its strategic aims are

- to encourage and support rigorous research and clinical audit performed to a high scientific standard;
- to lead and enhance research and the evaluation of surgical care in the UK, in cooperation with surgical specialist associations and in collaboration with sister Royal Colleges

A key feature of the CEU approach to evaluating health care is to consider projects as epidemiological studies into the quality of care. The CEU's strategy emphasises joint clinical and methodological leadership. The CEU has established collaborative links with many Royal Colleges and medical associations as well as the Department of Health and Social Care and NHS bodies. It is a project-based organisation and has a multidisciplinary character, currently consisting of around 50 staff members of various backgrounds, ranging from health services research, medical statistics, epidemiology, public health to medicine and psychology, eight of whom have academic appointments at the LSHTM. The CEU has grown substantially since 2022 in order to deliver the National Cancer Audit Collaborating Centre. Professor David Cromwell has been the CEU's Director since May 2011.

National Cancer Audit Collaborating Centre

The National Cancer Audit Collaborating Centre (NATCAN) is a centre of excellence within the CEU, established in 2022 to help strengthen NHS cancer services and reduce unwarranted variations in care. NATCAN is part of the National Clinical Audit and Patient Outcomes Programme (NCAPOP), and is commissioned by the Healthcare Quality Improvement Partnership on behalf of NHS England and the Welsh Government. It delivers ten national cancer audits in breast cancer (primary and metastatic), bowel,

kidney, lung, non-Hodgkin lymphoma, oesophago-gastric, ovarian, pancreatic, and prostate cancer. It aims to:

1. Provide regular and timely evidence to cancer services of where patterns of care in England and Wales vary.
2. Support NHS services to identify the reasons for the variation in care in order to guide quality improvement initiatives.
3. Stimulate improvements in cancer detection, treatment, and outcomes including survival.

Cancer treatment is complex – there are multiple treatment options for different types of cancer. A patient's treatment plan needs to take into account their overall health, the stage of their cancer, and how they may respond to treatment. A key aim for NATCAN is to ensure the information produced for cancer services recognises these differences and supports hospitals to focus on the most important parts of the care pathway.

NATCAN collaborates closely with clinicians, professional groups, and patient charities to ensure that all relevant stakeholders inform its quality improvement goals. The Centre has approximately 40 staff from a range of disciplines including statistics, data science, health services research, epidemiology, healthcare quality improvement and clinical audit management. NATCAN is led by Dr Tom Roques (Clinical Director), Dr Julie Nossiter (Director of Operations), Prof David Cromwell and Prof Kate Walker. Prof Cromwell (Health Services Research) and Prof Walker (Medical Statistics) are public health academics at the LSHTM.

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

Assistant Professor

1. To deliver 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, publishing peer-reviewed outputs as lead and co-author and evaluating teaching practice;
2. To contribute to doctoral 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 LSHTM policies;
4. To support the development of early-career researchers;
5. To play a leading role in the delivery and development of one or more national cancer audits, working with clinicians, NHS providers and other stakeholders to produce robust analyses that support quality improvement in cancer services
6. To develop and apply statistical methods for analysing large, linked healthcare datasets, that contribute to methodological and applied research that advances the evaluation of health care services.
7. To ensure statistical analyses are robust, fit

Associate Professor

1. To deliver high quality research & scholarship in your field of study, individually and in collaboration with others, by developing and maintaining a research grant portfolio from good² research funders, publishing peer-reviewed outputs and generating and securing (where relevant) intellectual property, and evaluating teaching practice;
2. To participate in doctoral student supervision and examination;
3. To lead and manage research teams and promote and ensure compliance of self and others with good practice in relation to the conduct of research, the ethics policy, inclusivity and other relevant LSHTM policies;
4. To support the development of early-career researchers;
5. To provide scientific leadership in the delivery and development for one or more national cancer audits, working with clinicians, NHS providers and other stakeholders to develop evaluation methodology and generate evidence that improves cancer services.
6. To lead the development of innovative statistical methods for analysing large, linked healthcare datasets, advancing the scientific methods for national clinical audit, health services research and evaluation.

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

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

for informing clinical practice, and that findings are communicated appropriately to different audiences (academic, lay, policy).

7. To ensure statistical analyses are robust, fit for informing clinical practice, and that findings are communicated appropriately to different audiences (academic, lay, policy).

Education

Assistant Professor

1. To deliver high quality, inclusive, 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 and inclusivity of LSHTM'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;

Associate Professor

1. To deliver high quality, inclusive education 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 and inclusivity of LSHTM's education, by participating in the development and review 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 Faculty and Programme or curriculum leadership roles, as appropriate, and by collaborating with professional services staff both centrally and in the Faculty office in carrying out relevant administrative processes;

Internal Contribution

Assistant Professor

1. To undertake activities that support the Department, Faculty, MRC Unit or LSHTM, including Committee membership;
2. To reflect LSHTM's EDI goals in your work and behaviour;
3. To participate in own PDR and undertake those of others;

Associate Professor

1. To demonstrate good internal citizenship by undertaking PDRs and promoting staff development, and by participating in the recruitment, mentoring and support of more junior colleagues as appropriate;
2. To participate in the activities of LSHTM committees and undertake a leadership or administrative role at LSHTM/Faculty/Department/MRC Unit level, as appropriate;
3. To proactively demonstrate LSHTM's EDI goals in your work and behaviour;

External Contribution

Assistant Professor

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;

Associate Professor

1. To demonstrate good external citizenship by linking with and supporting appropriate external organisations;
2. To promote knowledge translation and enterprise by exploiting academic knowledge beyond academia;

Professional Development and Training

Assistant Professor

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. To undertake and successfully complete the mandatory training required by LSHTM appropriate to the role;

Associate Professor

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. To undertake and successfully complete the mandatory training required by LSHTM 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's 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 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:

Assistant Professor

1. A doctoral degree in a relevant topic.
2. Expertise in medical statistics, clinical epidemiology, data science, health services or public health research.
3. Contributions 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 5 years which are at least internationally excellent³.
4. Proven ability to work independently, as well as collaboratively as part of a research team, and to meet research deadlines.
5. An understanding of the strategies for improving equity and inclusion in research and/or learning and teaching.
6. Evidence of excellent interpersonal skills, including ability to communicate effectively both orally and in writing.
7. Evidence of good organizational skills, including effective time management.

Associate Professor

1. A doctoral degree in in a relevant topic.
2. Expertise in medical statistics, clinical epidemiology, data science, health services or public health research.
3. A consistent and significant track record of attracting research grant income, including salary recovery, from major research funders (PI, co-PI or leadership within a large proposal such as work-package lead).
4. A track record of contributions as lead and co-author to 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 5 years that are at least internationally excellent⁴.
5. Proven ability to work independently, as well as collaboratively as part of a research team, including experience of supervising and supporting junior researchers and non-academic staff and proven ability to meet research deadlines.
6. An understanding of the strategies for improving equity and inclusion in research and/or learning and teaching.
7. Some experience of doctoral degree supervision.
8. Proven ability to build collaborative

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 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

8. Proven ability to carry out statistical analyses of large, complex healthcare datasets using techniques such as multiple linear / logistic regression and survival analysis.
9. Knowledge of advanced statistical techniques such as propensity score methods, missing data methods, and multilevel modelling.

- research relationships with external researchers and/or institutions, or industry (where relevant).
9. Evidence of ability to deliver high quality research-informed teaching.
 10. Evidence of excellent interpersonal skills, including the ability to communicate effectively both orally and in writing.
 11. Proven ability in conducting and overseeing statistical analyses of large, complex healthcare datasets using techniques such as multiple regression (linear, Poisson, logistic) and survival analysis.
 12. Expertise in advanced statistical techniques such as propensity score methods, missing data methods, and multilevel modelling.
 13. Experience of taking a leading role in multidisciplinary teams

Desirable Criteria

Assistant Professor

1. Experience of generating research income such as fellowships, and/or small project grants, and/or supporting grant applications of others.
2. Some experience of supervising and supporting junior researchers and/or research degree students, and non-academic staff.
3. Some experience of undertaking teaching and assessment.
4. Demonstrable evidence of promoting inclusion in research and/or learning and teaching
5. A teaching qualification.
6. Experience in developing code sets / phenotyping algorithms in routine healthcare datasets
7. Experience in analysing linked national clinical or administrative datasets

Associate Professor

1. Teaching qualification (or Fellow/ Senior Fellow of HEA).
2. Experience of building and leading a research team.
3. Experience of innovation in teaching delivery and assessment and/or senior teaching management such as Programme Director, Exam Board member, Periodic Review panel member.
4. Demonstrable evidence of improving equity and inclusion in research and/or learning and teaching.
5. Experience of engagement with national and/or international research and/or policy advisory bodies.
6. Expertise in developing code sets / phenotyping algorithms in routine healthcare datasets
7. Expertise in the analysis of linked national healthcare datasets

8. Experience of taking a leading role in multidisciplinary teams



E-Essential: Requirement without which the job could not be done

D-Desirable: Requirements that would enable the candidate to perform the job well

Salary and Conditions of Appointment

The post is full-time hours 35 per week, 1.0 FTE and fixed term until 30 September 2028. The post is funded by the partnership agreement between the LSHTM and Royal College of Surgeons of England and is available from 01 September 2026. The salary will be on the LSHTM salary scale, for Assistant Professor Grade 7 in the range £53,317 - £61,034 or for Associate Professor Grade 8 in the range £64,469 - £73,994 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. The post is based in London at LSHTM.

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. 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