RESEARCH FELLOW

Job Title:	**Research Fellow**
Department:	Health Services Research & Policy
Faculty:	Public Health & Policy
Location:	London (Tavistock Place)
FTE:	1.0 FTE
Grade:	G6
Accountable to:	Head of Department through Principal Investigator (Dorota Osipovic)
Job Summary:	The post-holder will work as part of the LSHTM based team delivering the Provider Collaboratives project of the Policy Research Unit in Health and Social Care Systems and Commissioning (PRUHSSC) as well as other PRUHSSC projects. The responsibilities will involve conducting fieldwork in case study sites, conducting qualitative interviews, observing meetings, collating and analysing documents; engaging with relevant academic and policy literature; writing project reports, academic papers and other 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 conceptual frameworks from socioeconomics, socio-legal studies, social policy, public administration, sociology, political science and related social science disciplines; to be experienced in 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. There may be opportunities to contribute to the development of research funding proposals and responsive projects.

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.

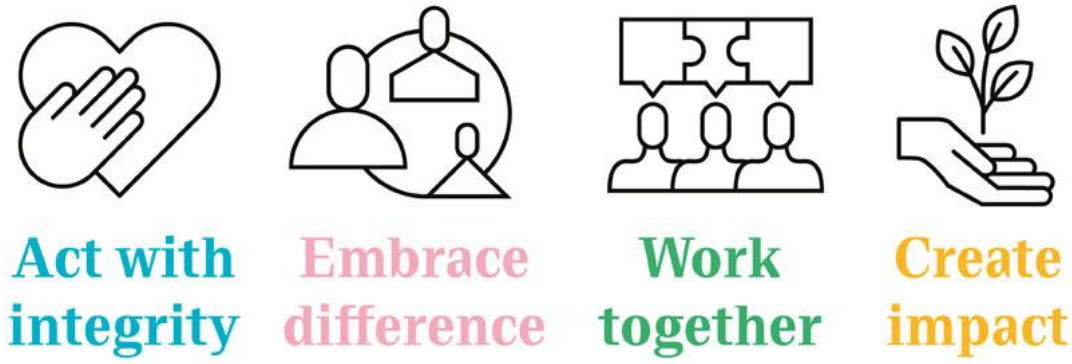
Staff and students are committed to helping create a more healthy, sustainable and equitable world for everyone, because we believe our shared future depends on our shared health.

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.



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 organised 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, governance and accountability within Integrated Care Systems, the perceptions of the new procurement regulations (Provider Selection Regime), and deployment of complex contracting arrangements in the NHS. Currently, we are looking in particular at the development of provider collaboration and different formal mechanisms underpinning such collaborations. In our research we use predominantly qualitative methods (interviewing, observation, documentary analysis), and we are steered by theories of interorganisational 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.

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 research projects conducted by PRUHSSC by:

    a. leading applications for ethics and governance permissions;
    b. contributing to research design and research instruments;
    c. organising data collection, collecting and analysing data as agreed with the PI;
    d. leading research activities, including recruiting and negotiating access in case study sites (occasional travel to case study sites may be required);
    e. undertaking reviews of relevant literature;
    f. contributing to the PRUHSSC 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 PRUHSSC.

6. To write or co-write project reports for the DHSC as required by the PI, to publish in peer-reviewed journals as a lead and/or co-author, as well as in 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 policymakers, 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 the health care system, public policy or organisational 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. Experience in undertaking research into health and/or social care in England which focuses on organisations as the unit of analysis.
5. Experience in undertaking research and analysis of complex legal documents such as contracts, governance documents, primary or secondary legislation, policy guidance.
6. Experience of synthesizing evidence from a variety of sources including peer reviewed papers.

Salary and Conditions of Appointment

The post is fixed term until 31 March 2028 and full-time. Applications for part-time positions will be considered, provided they are at least 0.8 FTE. The post is funded by the NIHR Policy Research Programme and is available from 1 January 2027. The salary will be on the LSHTM scale, Grade 6 in the range £46,643 - £52,909 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. 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