

ASSISTANT PROFESSOR



Job Title:	Assistant Professor in Medical Statistics and Epidemiology
Department:	Non-Communicable Disease Epidemiology
Faculty:	Epidemiology and Population Health
Location:	Keppel Street, London WC1E 7HT, United Kingdom
FTE:	Full-time
Grade:	Assistant Professor Grade 7
Accountable to:	Dr Claudia Allemani, Principal Investigator
Job Summary:	<p>We are seeking to recruit an enthusiastic, talented Medical Statistician with a sound understanding of a wide range of statistical techniques, excellent programming skills, and an excellent understanding of the impact of epidemiological findings on public health strategies.</p> <p>The post-holder activity will mainly focus on VENUSCANCER, a project funded by the European Research Council, which aims to explain the world-wide differences in survival and in avoidable premature deaths for breast, ovarian and cervical cancer, by collecting detailed data on stage, staging procedures, bio-markers and treatment, as well as indicators of socio-economic status and education. VENUSCANCER is embedded in the CONCORD programme, the largest international research programme on population-based cancer survival.</p> <p>You will join about 30 researchers and support staff in the Cancer Survival Group working on major programmes of research and teaching in cancer survival. The Cancer Survival Group is an international, vibrant and dynamic research group led by Prof. Michel Coleman. It is within the Department of Non-Communicable Disease Epidemiology in the Faculty of Epidemiology & Population Health at the London School of Hygiene & Tropical Medicine.</p> <p>The post-holder will work independently, as well as with other statisticians and epidemiologists in the CONCORD Central Analytic Team. The post will involve designing and implementing statistical analyses, planning data synthesis targeted to different audiences, interpreting the implications for population health and providing technical training and leadership to students and early career team members. You will be expected to conduct high-quality research under the supervision of Dr Claudia Allemani. You will lead scientific articles, contribute to research grant proposals, collaborate with external experts and networks, and attend national and international conferences to disseminate research findings.</p> <p>You will have an MSc in medical statistics or equivalent qualification or experience in medical statistics, and a PhD (or equivalent) in medical statistics, epidemiology or public health. You will have a demonstrated record in statistical programming and analysis (e.g. with Stata) and be competent to develop your skills further and share them. You will have experience in dealing with complex data sets, in handling population-based cancer registry data; interpreting and translating results for a public health audience would also be a major asset. A background and practical experience in cancer survival analysis would be an advantage.</p> <p>This is a full-time position, available immediately. It is currently funded until 30 April 2023.</p>

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 £140 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 55,000 participants globally.

The School performs strongly in various global university league tables. In the 2018 Shanghai World Ranking we placed 151-200 overall, and ranked 3rd in public health, 40th in clinical medicine, and 76th in human biology. In the US News Best Global Universities Ranking 2019, we ranked ninth in the UK overall and 13th in the world in the fields of social sciences and public health. We ranked 21st for medicine in the 2018 QS World University Rankings.

In 2017, the inaugural Center for World University Rankings by Subject placed LSHTM first in the world for tropical medicine research, second for parasitology and seventh for infectious diseases, public, environment and occupational health, and social sciences and biomedical. LSHTM ranked first in Europe for research impact in sciences, based on its proportion of publications that belong to the top 1% most frequently cited publications, in the 2018 CWT Leiden Ranking.

LSHTM was named University of the Year 2016 by Times Higher Education and awarded a Queen's Anniversary Prize for Higher and Further Education in 2017 in recognition of our response to the 2014 Ebola epidemic in West Africa. (LSHTM does not appear in the Times Higher Education World University Rankings as universities are excluded if they do not teach undergraduates).

We seek to foster and sustain a creative and supportive working environment based upon an ethos of respect and rigorous scientific enquiry. We embrace and value the diversity of our staff and student population and seek to promote equality as an essential element in contribution to improving health worldwide.

FACULTY INFORMATION

The Faculty of Epidemiology & Population Health (EPH) houses a large group of epidemiologists, demographers, statisticians and nutritionists working on issues of major public health importance in the UK and globally. EPH has approximately 330 staff members organised into four research departments.

- Department of Infectious Disease Epidemiology
- Department of Medical Statistics
- Department of Non-Communicable Disease Epidemiology
- Department of Population Health

The Faculty has a teaching programme consisting of ten MSc courses: Epidemiology, Demography and Health, Medical Statistics, Public Health in Developing Countries (run jointly with the Faculties of Infectious & Tropical Diseases and Public Health & Policy), Nutrition for Global Health, Reproductive & Sexual Health Research, Veterinary Epidemiology (run jointly with the Royal Veterinary College), Global Mental Health (run jointly with Kings College London - Institute of Psychiatry) and the Distance Learning courses in Epidemiology and Clinical Trials. The Faculty also has about 150 research students studying for an MPhil, PhD or DrPH degree.

The Dean of Faculty is Professor Liam Smeeth.

DEPARTMENT INFORMATION

The Department of Non-Communicable Disease Epidemiology is a focal point for research on the epidemiology of non-communicable diseases at the London School of Hygiene & Tropical Medicine.

Research interests range from genetic, metabolic and endocrine disease mechanisms to personal behaviours and the population health effects of changes in national diets and drinking behaviour. Themes include determinants of ethnic variation in disease risk; adverse drug reactions; epidemiology of ageing; cardiovascular disease; growth factors and cancer risk; natural history of genital human papillomavirus (HPV); time trends in cancer survival. We have a growing programme of research on non-communicable diseases in low and middle income countries, including India and the former Soviet Union.

The department has considerable methodological strength and experience, particularly in the conduct and analysis of large-scale cohort and record linkage studies. We work closely with colleagues in other units and departments and have excellent collaborative links with researchers in other institutions around the world. Funding comes from a wide variety of sources including the Medical Research Council, the European Research Council, the Wellcome Trust and Cancer Research UK.

The Head of Department is Professor Sanjay Kinra.

RESEARCH GROUP

The post-holder will be part of the **Cancer Survival Group** within the Department of Non-Communicable Disease Epidemiology. Our research is designed to describe and explain local, national, international and socio-economic differences and inequalities in cancer survival. The results help policy-makers to target investment in cancer services, to improve survival and to reduce inequalities.

Geographic differences in survival are being explored within the UK. In the [CONCORD](#) programme, we maintain global surveillance of cancer survival in more than 70 countries world-wide, in collaboration with over 300 cancer registries and research institutions.

The Cancer Survival Group is actively involved in methodological innovation in survival analysis. Statistical software and other tools for cancer survival analysis developed by the Group have become widely used, and are freely accessible via our web-pages.

More information about the CONCORD programme can be found at <http://csg.lshtm.ac.uk/concord>.

The Head of the Cancer Survival Group is Professor Michel P Coleman.

The portfolio of duties outlined below will vary in accordance with the detailed expectations of the role and any additional role to which you are formally appointed, all of which may be varied from time to time, as agreed at your annual Performance and Development Review (PDR).

JOB DESCRIPTION

Main Activities and Responsibilities

KNOWLEDGE GENERATION

1. To deliver high-quality research and scholarship in your field of study, individually and in collaboration with others, by applying for external grants/fellowships from good¹ research funders, and publishing peer-reviewed outputs as lead and co-author;
2. To contribute to research degree 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 School policies;
4. To support the development of early-career researchers;

EDUCATION

1. To deliver high quality, 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 of the School'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;
4. To contribute to the Cancer Survival Group's annual short course: *Cancer survival: principles, methods and applications*.

INTERNAL CONTRIBUTION

1. To undertake activities that support the Department, Faculty or School, including

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

Committee membership;

2. To participate in your own PDR and undertake those of others;
3. To participate in meetings of the Cancer Survival Group and other meetings, seminars, workshops etc., as necessary;
4. To work on other cancer epidemiology projects compatible with the wider research programme of the Cancer Survival Group.

EXTERNAL CONTRIBUTION

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;
3. To deliver oral or poster presentations at scientific conferences, assist colleagues with such presentations as appropriate and develop scientific collaborations with clinicians and other researchers;
4. To contribute to and participate in the Group's public and patient involvement and engagement activities.

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. To undertake and successfully complete the mandatory training required by the School appropriate to the role;
3. To attend multi-disciplinary team meetings to learn about cancer patient management.

GENERAL

All academic staff are free within the law to question and test received wisdom, and to 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.

[MAY 2018]

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. An MSc or equivalent postgraduate degree in medical statistics, or equivalent experience in medical statistics.
2. A PhD (or equivalent) in medical statistics, epidemiology or public health.
3. Significant proven research experience within the field of medical statistics, epidemiology, public health.
4. Excellent understanding of the concepts of biostatistics and epidemiology, in particular of the concepts behind population-based survival analysis.
5. Advanced mathematical and statistical skills, with a detailed knowledge of several statistical packages and programming languages, preferably including STATA.
6. Significant experience in designing analyses, and in developing statistical models to analyse complex data sets.
7. Proven ability to apply new methodologies.
8. High standard of proficiency in word-processing, spreadsheets and presentation software.
9. Proven ability to present scientific material in English in a logical, coherent and inspiring manner to a professional audience.
10. Proven ability to work independently and to show initiative, but also as a collaborative team member, and to work effectively under pressure and to meet tight project deadlines.
11. Proven ability to organise working time and to prioritise and balance competing demands in order to deliver work to deadlines
12. Publications in peer-reviewed journals that are commensurate with previous research experience.
13. Excellent inter-personal skills.

DESIRABLE CRITERIA

14. Research and practical experience in analysis of population-based cancer survival.
15. Research and practical experience in analysis of patterns of care for cancer.
16. Understanding of public health and cancer control in the international context.
17. Proven ability to deliver teaching in medical statistics, epidemiology or public health.
18. Proven experience in supervising PhD students or junior researchers.

E – Essential: requirements 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

This is a full-time position, available immediately. It is currently funded until 30 April 2023. The salary will be on the Academic Pathway, Grade 7, starting at £45,878 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 two referees who can be contacted immediately if shortlisted. Online applications will be accepted by the automated system until 10pm on the closing date. Any queries regarding the application process may be addressed to jobs@lshtm.ac.uk. Please quote reference EPH-NCDE-2019-04.

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. A failure to provide this information will mean that your application will not be considered. Uninformative answers to any of the questions in the supporting statement (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, either in person or on Skype, it may not be possible to offer you an alternative date.

ASYLUM & IMMIGRATION

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

Date compiled: Feb 2019

Academic Expectations: Assistant Professor

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.

<p>Knowledge generation: <i>Independent researcher with excellent contributions, supporting less experienced researchers and with growing leadership skills</i></p> <p><i>Research and scholarship</i></p> <ul style="list-style-type: none"> • Undertaking research individually and as part of a team • Applying for external grants and/or fellowships primarily from ‘good’² research funders; contributing to work packages or elements within a large proposal • Contributing to financial sustainability of research group including exploring opportunities for industry funding for laboratory research • Contributing 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 3 years which are at least internationally excellent³ • Engaging in other research dissemination including competitively selected oral and poster presentations at leading conferences, invited seminars and talks, and social media contributions such as twitter, blogs, webinars <p><i>Doctoral degree supervision</i></p> <ul style="list-style-type: none"> • Contributing to doctoral degree supervision⁴ of at least one student, working within supervision team(s), supporting timely completions and peer-reviewed outputs • Contributing to summative assessment processes (e.g. upgrade assessments, pre- and post-viva support for students) <p><i>Research management, leadership and support</i></p> <ul style="list-style-type: none"> • Management of entire research process or significant parts of it, including line and team management, grants management, management of research partner relationships • Supporting career development of research team members (eg informal mentoring, reviewing draft papers, advising on specific issues e.g. statistical issues, methodology) <p><i>Professional development referenced to RDF</i></p> <ul style="list-style-type: none"> • Courses and other development activities, including mid-level management and leadership development
<p>Education: <i>Undertaking teaching and assessment, and developing as a research-informed educator within higher education</i></p> <p><i>Teaching and assessment</i></p> <ul style="list-style-type: none"> • Research-informed teaching, supervision and assessment • Contributions to personal tutoring and/or development of less experienced educators (e.g. as peer-observer for PGCILT; as mentor; through leading staff development activities) • Participation in programme committees and/or exam boards <p><i>Educational development and innovation</i></p> <ul style="list-style-type: none"> • Contributions to research-informed educational developments and innovations • Activities aimed at improving some aspect(s) of the student experience, or quality of education programme(s). <p><i>Education leadership and management</i></p> <ul style="list-style-type: none"> • Leadership and/or management of selected aspects of the curriculum (e.g. as module organiser/deputy, or responsibility for another aspect of the student experience) • Supporting others to provide an excellent student experience and solve significant problems • Contributions to Education Task & Finish Group or similar <p><i>Professional development referenced to UKPSF</i></p>

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

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 Students registered external to the School can be included (subject to agreement of DDDC/FDDD) where these fulfil capacity-building aims, support important research collaborations, or are a result of a recent move to the School.

<ul style="list-style-type: none"> Activities which lead to PGCILT or equivalent and Fellow of HEA or equivalent; thereafter continuing professional development. <p>Activities that support professional development as an educator (e.g. training/educational studies, work-shadowing, use of feedback from students/colleagues)</p>
<p>Internal contribution: Contributions to School functioning and development</p> <p><i>Internal citizenship</i></p> <ul style="list-style-type: none"> Engagement in any one year of at least one of: Senate or Senate subcommittee, Ethics Committees, MRC Unit, Faculty and Departmental committees; MRC Unit Department, Faculty, School, Centre events or special interest groups; support to external collaborations/partnerships (beyond own research or education role); involvement in mentoring scheme <p><i>School leadership and management roles</i></p> <ul style="list-style-type: none"> Not expected
<p>External contribution: Contribution beyond the School</p> <p><i>External citizenship</i></p> <ul style="list-style-type: none"> Membership of society/conference committees Journal, book and/or grant reviews Invited presentations <p><i>Knowledge translation and enterprise: options include:</i></p> <ul style="list-style-type: none"> Exploiting research-based knowledge beyond academia, e.g. through IP exploitation, consultancies Participation in and development of external networks for the School's benefit, such as identifying sources of funding, contributing to student recruitment, securing student placements, marketing the institution, facilitating outreach work, or building relationships for future activities Collecting evidence of research impact for impact case studies Supporting public engagement including MOOCs/OERs or other educational outreach