Job Description

Reader in Applied Health

Education and Research

Salary: Grade 10
Contract: Full time, fixed term until 31 July 2028
School/Department: Kent and Medway Medical School
Location: Canterbury Campus
Responsible to: Director of Research or their nominee

Kent and Medway Medical School

KMMS welcomed its first students in 2020 and achieved full GMC accreditation in 2025. Our mission is to widen participation, train excellent doctors, and improve health in Kent and Medway. We deliver a five-year undergraduate programme and a growing portfolio of postgraduate study, including the MSc in Clinical Education and Physician Associate Studies.

Equity, Diversity and Inclusion

KMMS is proud to have a diverse and inclusive community of students and staff. We welcome applications from members of all the non-majority parts of our community and KMMS is committed to fair treatment and to ensuring that the learning and working environment is supportive and inclusive to all. Duties in the delivery of learning, teaching and supporting students and staff should be performed in a manner in keeping with the School's core values.

Job purpose

We are seeking an experienced senior applied health researcher to lead KMMS's research profile in public health, behavioural science, implementation science and community-based research. This academic leader will also contribute to the delivery and assessment of the School's medical programme. The postholder will generate and publish international-quality original research; secure and manage a substantial and diverse portfolio of competitive research income; lead and mentor a growing team of researchers; and hold significant leadership responsibility for elements of the KMMS and University research strategy, further developing the School's national and international research profile.

The role is suited to an applied public health and behavioural science researcher with a sustained track record of leading multi-stakeholder, multi-method research and evaluation across, primary care, mental health and social care, and public health including work conducted in partnership with the NHS, Local Authorities and the voluntary and community sector. Research interests that are synergistic with the KMMS research strategy, spanning mental health, digital health, health services research, public health, behavioural science, and medical education and innovation, are essential, together with experience in undergraduate medical, health sciences, or healthcare education.

The successful applicant will have an established, nationally recognised reputation in applied health and behavioural science research. Experience of working within the UK healthcare system and the NHS environment, and of the research governance requirements that apply when working with vulnerable populations and NHS/Local Authority partners (including Health Research Authority approvals), is essential. Experience relevant

to student assessment (including OSCE examining), admissions, PhD supervision and examination, and interprofessional learning and assessment is also essential.

Working flexibly across the campus sites of both partner universities in Canterbury and Medway, the role will make a major contribution to the development of the KMMS research strategy and undergraduate medical programme, and to the continued development of taught courses (undergraduate and postgraduate) as appropriate.

Key accountabilities

- Engage in individual and collaborative research and scholarship leading to high-quality, internationally competitive publications, and secure and grow a diverse portfolio of research, evaluation and enterprise income, individually and in collaboration with others, as both Principal Investigator and Co-Investigator.
- Hold significant leadership roles within the School and University, and represent KMMS in national and, where relevant, international research infrastructure and advisory bodies, participating fully in the School's citizenship responsibilities, including committee membership, staff development, line management and contribution to institutional strategic priorities.
- Deliver and contribute to the design, delivery and assessment of high-quality, student-centred taught programmes as a member of the KMMS teaching team.

Key duties

The following are the main duties for the job. Other duties, commensurate with the grading of the job, may also be assigned from time to time.

1. **Research and Scholarship**

- Lead and grow the research profile of the School by producing applied public health, health services, and behavioural science research of international standard, published in leading peer-reviewed journals and disseminated through policy briefings, reports and other appropriate media.
- Identify sources of funding across research councils, NIHR, NHS, Local Authority and community/charitable partners, and lead the development of competitive funding applications as both Principal Investigator and Co-Investigator, securing income at a scale commensurate with Reader-level research leadership.
- Extend, transform and apply knowledge acquired from scholarship, evaluation and implementation science to teaching, research and external practice and policy audiences.
- Proactively develop, lead and manage complex, multi-partner (NHS, primary care and local authorities) multi-year research and evaluation projects, including full financial and staffing oversight, and ensure research is conducted in line with research governance requirements, particularly where working with vulnerable populations.
- Supervise undergraduate students during their student selected component module and individual research project, and act as first or second supervisor to postgraduate research (PhD) students, including chairing supervisory meetings and leading milestone reviews.
- Manage and mentor members of staff, including research assistants and associates, supporting their career development, grant applications and progression, and act as internal and/or external examiner for postgraduate research degrees.

2. **Strategic Management**

- Contribute to and influence internal and external academic quality and governance processes and systems, including those associated with professional, statutory and regulatory bodies (e.g. GMC) and national research assessment exercises such as REF.
- Be a member of the KMMS management organisation and attend and participate in the work of KMMS boards, committees and sub-committees as directed by the Director of Research.

- Support programme validation events and Periodic Subject Reviews, and contribute to the School's learning and teaching strategy and to subject-level TEF submission.
- Undertake line management and professional development responsibilities to support team members' career progression, including formal appraisal and performance development processes.
- Represent KMMS at local, regional and national meetings and advisory bodies relevant to applied health research and/or medical education, developing and sustaining national leadership and profile in this domain.

3. Teaching and Learning

- Using experience of higher education expertise, deliver high quality teaching and assessment in a variety of settings, developing critical thinking and clinical reasoning skills in students.
- Contribute to the delivery, organisation and review of the teaching within the BM BS programme, ensuring that it is expressed in informative, interactive and assessable learning and teaching for our medical students, is integrated with students' core learning throughout, and satisfies GMC requirements.
- Ensure student learning needs and outcomes are met through a standardised approach to curriculum content, methods of delivery and learning materials.
- Using experience of current higher education practice, develop own teaching materials, methods and approaches.
- Seek ways of improving performance by reflecting on teaching design and delivery and obtaining and analysing feedback.
- Participate in student recruitment and assessment activities across all 5 years of the programme.

4. Administration

- Play an active role in all aspects of programme development and management, including (but not limited to) module design and development, recruitment and admissions, marketing, student support, planning and quality assurance.
- Undertake administrative roles in KMMS as required by the line manager any administrative role will be assigned according to the level of your appointment, the subject's requirements and your teaching load.
- Engage in effective and professional communication with academic and administrative colleagues in KMMS, University of Kent, Canterbury Christ Church University and externally.
- Pro-actively contribute to administration, recruitment activities and to the collegial work environment; ensuring all administrative duties are carried out in an effective, efficient, and timely manner.
- Attend meetings and participate in other committees and working groups as required.

You must handle personal and other electronic and manual date in accordance with the Data Protection Act 1998, the Deanery Data Protection Policy and the IT Acceptable Use Policy. Data will be stored and handled confidentially and securely, utilised for only agreed purposes and be subject to the access rights of individuals.

Internal & external relationships

Internal: This post requires close working relationships with staff at the medical school and researchers within the two partner universities; Relationships with research-active colleagues across the university are critical to encourage interdisciplinary working.

External: NHS Trusts; Integrated Care Boards; Primary Care Networks; Local Authority public health teams; Voluntary sector and community groups; relevant national NIHR research infrastructure and advisory bodies (e.g. NIHR Applied Research Collaborations and Policy Research Units).

Health, safety & wellbeing considerations

This job involves undertaking duties which include the following health, safety and wellbeing considerations:

- Regular use of Screen Display Equipment

- Vocational driving on & off campus (includes use of cars, vans, ride-on mowers, buggies)
- Working in isolation
- Conflict resolution
- Pressure to meet important deadlines such as might be inherent in high profile projects
- There may be a requirement to work evenings and weekends
- Ability to occasionally travel in a timely and efficient manner between campuses
- Overseas travel is a requirement of the role

Person specification

The person specification details the necessary skills, qualifications, experience or other attributes needed to carry out the job. Applications will be measured against the criteria published below.

Selection panels will be looking for clear evidence and examples in an application, or cover letter (where applicable), which back-up any assertions made in relation to each criterion.

Essential Criteria:

Professional/academic expertise:

- A research doctoral degree (PhD) in psychology, public health or a related applied health discipline, together with relevant professional accreditation (e.g. Chartered Psychologist status) or equivalent experience (A)
- Academic credibility with a sustained track record of excellence in applied public health and behavioural science research (A, I)
- A sustained and demonstrable record of academic leadership and management, including formal line management of researchers and membership of senior management/strategic decision-making groups (A, I)
- Evidence of interdisciplinary research leadership and collaboration with colleagues outside of health-related disciplines (A, I)
- A substantial and diversified track record of research income generation as both Principal Investigator and Co-Investigator, secured from national competitive funders, NHS organisations and Local Authorities, of a scale commensurate with Reader-level leadership (A, I, P)
- Sustained evidence of research excellence in applied public health/behavioural science, including a strong record of peer-reviewed publication and conference presentations (A, I, P)
- Demonstrable understanding of, and experience working within, the UK healthcare system and NHS environment, including the research governance requirements- including Health Research Authority approvals- that apply when conducting research with vulnerable populations and NHS/Local Authority partners (A, I)
- A sustained record of postgraduate research (PhD) supervision, including experience as first/lead supervisor, and experience as an internal and/or external PhD examiner (A, I)
- Experience of teaching, assessing and examining (e.g. OSCE) undergraduate students in a clinical, healthcare or academic setting (A, I)
- Sufficient breadth and depth of knowledge across public health, behavioural psychology, implementation science and mixed-methods evaluation to work within the teaching programme (A, I)
- Expertise and experience in curriculum and assessment design, implementation and evaluation in undergraduate clinical, healthcare or medical education (A, I)

Academic/Scholarly practice:

- A proven ability to work co-operatively with colleagues and lead multi-disciplinary and multi-institutional research and evaluation projects (I, T)
- Clear evidence of organisational, administrative and IT skills (A, T)

- Excellent interpersonal and communications skills, including experience of engaging policymakers, commissioners and practitioners with research findings (I, T)
- Adaptable to change and resilient under pressure (I, T)
- Ability to develop, deliver, and supervise high quality undergraduate and postgraduate research projects in the field of applied health (I, P)
- Ability to exercise discretion and tact and maintain confidentiality (I, T)
- Ability to help shape an environment where ECRs can learn and develop, including mentoring of within and beyond the institution (I, T)
- Ability to articulate the School's objectives in a way that encourages others to engage with the vision (I, T)
- Flexible, adaptable and able to manage conflicting priorities and demands and work in partnership across different institutions and stakeholders, including NHS, Local Authority and voluntary sector partners (I, T)
- A firm commitment to fostering a working and learning environment that is respectful, inclusive and values diversity, including diversity of thought, and which enables staff and students from a wide range of backgrounds to thrive (I)
- Ability to innovate in relation to the development of the School's taught programmes and research strategy (I, T)

Desirable Criteria:

- Appointment to, or active membership of, a national research advisory, evaluation or governance body (e.g. a national evaluation advisory panel, NIHR advisory/steering group, or equivalent) (A, I)
- Experience of national or regional research infrastructure leadership roles (A, I)
- Experience of research collaborations (i.e., research bids, academic papers, PhD Supervision) with medical schools

**If the successful applicant is not in possession of a post graduate teaching qualification (e.g. Grad Cert) or Membership or Fellowship of the HEA or AoME or equivalent, they will be supported in obtaining this.*

Assessment stage: A - Application; I - Interview; T - Test/presentation at interview stage

Summary criteria for appointment at Reader level

The University seeks to appoint people to a Readership on the basis of evidence of sustained contribution to their field (normally at both national and international level), which has been coupled with leadership and brought external recognition to themselves and the University. Candidates are expected to demonstrate their significant and sustained contribution in three broad categories:

a. Excellence in practice/activity
b. Leadership, within and/or beyond the discipline and the University
c. Impact and recognition, within and/or beyond the discipline and the University