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**RESOURCING/**

**JOB DESCRIPTION:**

**Research Associate**

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| **Ref Number:** | **SS-015-19** |
| **Salary Scale:** | **Grade 7: £34,189 - £39,609 per annum**  |
| **Contract:** | **For a fixed term period of 36 months AND Full-time**  |
| **School/Department:** | **CHSS** |
| **Location:** | **University of Kent, Canterbury Campus**  |
| **Responsible to:** | **Director of CHSS** |
| **Expected start date:** | **June 2019 or ASAP thereafter** |

**The Role**

The purpose of this post is to support CHSS’s growing portfolio of research and develop a portfolio of research in health organisation and service delivery. The post holder will play a key role in supporting CHSS’s research on organisational change in the NHS and other health systems, and health policy. The postholder will also contribute to the research work within the proposed NIHR Applied Research Collaboration Kent Surrey and Sussex contributing to research in the area of primary and community health services.

The post holder will provide input and advice into the understanding of organisational change and development. The post holder will be expected to be familiar with key sociological and organisational theory and literature, and with policy analysis, to help inform and support the centre’s work with health care organisations.

**Key Accountabilities / Primary Responsibilities**

* To carry out high quality independent research and contribute fully to the School’s research strategy and future research assessment exercises.
* To contribute to the development and strategic work of CHSS
* To contribute bids for external funding for research and/or enterprise related work.
* To support the development of data analysis for health related research.
* To provide academic leadership and collaborate with local NHS staff
* To promote the Centre’s scholarly activities by disseminating research findings widely through publication writing, supporting other staff and students to write and contribute to publications, teaching, and presenting at relevant conferences.

**Key Duties**

The duties of the successful candidate will be to develop a programme of independent externally funded research and consultancy activity. It is expected that the research associate will work with staff in local health and local authority agencies, as well as collaborate with researchers within CHSS on various research projects. The post-holder will be expected (amongst other duties) to:

* Collaborate actively with other researchers in CHSS, local health and local government organisations, community groups and other academic institutions to complete research projects and advance thinking.
* Undertake research and teaching related to health services organisation, health policy and management
* Provide advice and guidance on specialist analyses
* Lead on discreet projects, development and design of health organisation research projects
* Contribute to a programme of externally funded research.
* Extend, transform and apply knowledge acquired from scholarship to research and appropriate external activities.
* Write or contribute to publications or disseminate research findings using other appropriate media.
* Make presentations at conferences or exhibit work in other appropriate events.
* Assess, interpret and evaluate outcomes of research.
* Develop new concepts and ideas to extend intellectual understanding.

Such other duties, commensurate with the grading of the post that may be assigned by the Head of Department or their nominee.

**Health, Safety & Wellbeing Considerations**

This role involves undertaking duties which include the Health, Safety and wellbeing issues outlined below. Please be aware of these, when considering your suitability for the role.

* Repetitive limb movements
* Regular use of Screen Display Equipment

**Internal & External Relationships**

**Internal:** CHSS staff

**External:** Other University Departments, other academic institutions, local NHS organisations, local government, community groups

**Person Specification**

The Person Specification details the necessary skills, qualifications, experience or other attributes needed to carry out the job. Please be aware that your application will be measured against the criteria published below.

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

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| **Qualifications / Training**  | **Essential** | **Desirable** | **Assessed via\*** |
| A Doctorate in data analysis or related field (or equivalent) | **✓** |  | **A** |
| Postgraduate qualification in statistics, epidemiology, economics or other quantitative subject |  | **✓** | **A** |

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| **Experience / Knowledge** | **Essential** | **Desirable** | **Assessed via\*** |
| Previous relevant experience of post-doctoral research | **✓** |  | **A, I** |
| Significant previous experience of research synthesis and dissemination |  | **✓** | **A, I** |
| Experience of managing large datasets and quantitative data analysis technique | **✓** |  | **A, I** |
| Knowledge of, and experience of, environmental health issues and measurement | **✓** |  | **A, I** |
| Previous experience of knowledge mobilisation strategies |  | **✓** | **A, I** |
| Experience of working with community organisations | **✓** |  | **A, I** |
| Experience of cross-disciplinary research | **✓** |  | **I** |
| Track record of research publications |  | **✓** | **A** |

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| **Skills / Abilities** | **Essential** | **Desirable** | **Assessed via\*** |
| Excellent data analysis skills | **✓** |  | **I** |
| Excellent research skills | **✓** |  | **I** |
| Excellent communication skills (verbal and written) | **✓** |  | **A, I** |
| Excellent interpersonal skills | **✓** |  | **I** |
| Ability to implement and evaluate ideas and to contribute to research and policy development | **✓** |  | **I** |
| Ability to communicate detailed concepts to other disciplines and non-academics | **✓** |  | **I** |
| Ability to work in a team, and to work towards project aims and objectives, and their associated deadlines | **✓** |  | **I** |

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| **Additional Attributes** | **Essential** | **Desirable** | **Assessed via\*** |
| Willingness to learn new skills and methods | **✓** |  | **I** |
| Possess a flexible approach | **✓** |  | **I** |
| Willingness to travel to project meetings and conferences as required | **✓** |  | **I** |

**\*Criterion to be assessed via:**

**A = application form or CV/cover letter**

**I = interview questions**

**T = test or presentation at interview**