

Job Description

Post-Doctoral Research Associate (LEAP project)

Salary:	Grade 7
Contract:	Full time, fixed term until 31/08/2027
School/Department:	School of Social Sciences / Centre for Health Services Studies (CHSS)
Location:	Canterbury Campus
Responsible to:	Research Fellow / Grant Holder

Job purpose

The main purpose of this role is to undertake research as part of the NIHR-funded social care project- LEAP (LGBTQ+ Inclusive Home Care provision). This project, co-led by the University of Kent (Dr Jolie Keemink) and Cardiff University (Prof Paul Willis), aims to examine what the current preparedness of the home care workforce in England and Wales is to support older (aged 60+) LGBTQ+ people and what is needed to improve their preparedness. The project uses a mixed-method approach including a scoping review, a large-scale survey, and in-depth interviews. Public and sector involvement are integral parts of the project. This post involves travel and lone fieldwork for interviews with older LGBTQ+ people across England and Wales. Remote working is supported, but the successful candidate is expected to work in-person in CHSS (in Canterbury, Kent) regularly to build a connection with the line manager and wider team.

CHSS is a centre of research excellence undertaking high quality research into a wide range of health and social care systems and services at local, national and international levels. The centre prioritises a creative, inclusive, collegial research culture. The successful candidate will have access to a range of development opportunities available at the University of Kent.

Key accountabilities

- To carry out high-quality research as part of the LEAP project.
- To support the dissemination of research findings to various audiences.
- To support members of the public to be involved in research.
- To engage and work with care sector stakeholder organisations and LGBTQ+ organisations to inform the research and implement findings.

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.

- To support the conduct of a scoping review (following PRISMA guidelines) examining the current research base on the preparedness of the home care workforce to support older LGBTQ+ people.
- To develop and administer a survey of the home care workforce in England and Wales to assess their confidence, knowledge, and training experience on LGBTQ+ inclusion.
- To conduct in-depth interviews with a subset of the survey sample.
- To conduct in-depth interviews with older LGBTQ+ people in England and Wales and their partners about their experiences of receiving home care.
- To support and carry out data analysis of the data collected through the survey and interviews.
- To support the write-up of academic manuscripts, practice-focused publications, and co-designed outputs.
- To assist in organising relevant project activities, including meetings, workshops and events.

- To support undergraduate students joining the project for a Summer placement.
- To support public involvement and stakeholder engagement across the study.

Internal & external relationships

Internal: Academic and Professional Services colleagues in CHSS and the wider University.

External: Research team members from Cardiff University, the University of Birmingham, and London South Bank University, collaborating partners from Social Care Wales, Skills for Care, and the Homecare Association, members of the public advisory group (e.g. LGBTQ+ organisations), members of the steering committee (e.g. home care providers), policymakers.

Health, safety & wellbeing considerations

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

- Regular use of Screen Display Equipment
- Working in isolation

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:

- PhD or equivalent in a relevant discipline (A)
- Survey design and analysis (Qualtrics) (A,I)
- Interviews about sensitive topics (I)
- Knowledge / awareness / working with care sector and/or LGBTQ+ stakeholder organisations (A,I)
- Supporting members of the public to be involved in research (I)
- Preparation and submission of academic manuscripts (A,I)
- Excellent oral and written communication skills to deal confidently with a range of stakeholders (A,I)
- Ability to present and undertake research, both independently and collaboratively in a range of accessible formats suited to different audiences (A,I)
- Ability to analyse and interpret quantitative survey data / qualitative interview data (A)
- Ability to travel to locations across England and Wales (A,I)
- Firm commitment to achieving the University's vision and values, with a passion for a transformative student experience and multidisciplinary, impactful research (I)
- Commitment to deliver and promote equality, diversity and inclusivity in the day to day work of the role (I)

Desirable Criteria:

- Interviews with older people (A,I)
- Evidence of research excellence including publications in internationally competitive journals and conference presentations (A)

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