Senior Research Fellow
Social Policy Research Unit, Department of Social Policy & Social Work

Closing date: 14 January 2018
Interview date: TBC
Vacancy reference: 6267
INTRODUCTION

The Social Policy Research Unit (SPRU) has an international reputation for excellence in applied health and social care research. It has a broad portfolio of funding including the various NIHR programmes, central government, research councils, and charitable trusts and foundations. In addition, it is a founder and core member of NIHR’s School for Social Care Research.

We are seeking to expand and develop the Unit’s portfolio of work. To this end, we wish to appoint a senior researcher with a strong track record in research which aligns with and further develops the Unit’s research portfolio and methodological expertise (see our website for our portfolio of current and completed work: www.york.ac.uk/spru).

All our research has direct relevance to policy, service organisation and delivery, and/or practice. We are highly committed to maximising research impact and user involvement in research. We have a long track record for being at the forefront of methodological developments – both in terms of supporting the direct involvement of patients and service users in research and in the use of robust research designs in the evaluation of interventions and service models.

We are looking to appoint a highly motivated individual to join our multi-disciplinary team who has already demonstrated high academic achievement. You will be expected to contribute significantly to the Unit’s on-going success and development, to respond energetically to the current funding climate both by developing new areas of interest and reacting to new directions in policy and to assist with the management of the Unit.
Main purpose of the role

- To play a leading role in the ongoing development of the Unit and its staff.
- To play a leading role in the delivery of research within the Unit.
- To devise, direct and develop research projects and generate sustained external research funding.
- To lead research projects and teams, which may be drawn from several disciplines, both within and outside the university.
- To lead on and/or contribute to the production of high impact research outputs and activities.
- To publish research in top journals within the field.

Key responsibilities

(Role holders will be required to undertake some or all of the duties below)

- To contribute to the development of the research of the University by managing significant areas of research activity within applied health and/or social care research.
- To contribute to the overall management of research in areas such as budget management, planning, time management and contribute to Unit and Departmental level strategic planning as appropriate.
- To contribute actively to knowledge creation and dissemination that fits with the overall Unit, Department and University strategy, to include developing research proposals independently or in collaboration and writing publications worthy of REF inclusion.
- To present at specialist national and international conferences and public engagement events.
- To actively seek and attract funding for research, consultancy or similar programmes as far as is reasonably possible and to hold grants, acting as principal investigator and co-investigator on research projects to deliver a programme of excellent topic specific and/or methodological research in areas complementary to existing research in the Unit.
- To provide evidence of research impact as defined by the relevant research council delivery plans.
- To contribute to national or international bodies and disseminate knowledge through national and international networks and organisations.
- To carry out management and administrative tasks associated with specified research funding, including leading and developing staff within their projects; managing the financial and physical resources of research activities; risk assessment of project activities; problem solving, organisation of project meetings and documentation; preparation of annual reports.
- To take opportunities to contribute to administrative activities of the Department and the supervision of postgraduate students.
- To mentor/oversee and develop less experienced colleagues to participate in the process of applications for funding.
- To line manage staff as required including managing and developing performance and review the personal and professional development plans of each.
- To ensure compliance with any relevant regulation or legislation.
- Dependent on the area of specialism there may be opportunities to contribute to teaching within the department.
# PERSON SPECIFICATION

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<tr>
<th>Qualifications</th>
<th>Essential / Desirable</th>
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<tr>
<td>First and higher degrees in relevant subject</td>
<td>Essential</td>
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<td>Well-established national and international reputation in area of research</td>
<td>Essential</td>
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<td>PhD or equivalent experience</td>
<td>Essential</td>
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## Knowledge

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<tr>
<td>Expert knowledge in relevant subject area to engage in publically evidenced high quality research</td>
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<td>Knowledge of a range of research techniques and methodologies</td>
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<td>Awareness of the funding streams available and the current agenda around research funding</td>
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<td>Has research expertise in an area that will complement and enhance the Unit’s and Department’s research strategy and goals</td>
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## Skills, abilities and competencies

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<tr>
<td>Ability to communicate new and complex information effectively, both verbally and in writing, engaging the interest and enthusiasm of the target audience</td>
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<td>Ability to lead research projects and teams which may be drawn from several disciplines and located in several geographic regions or countries</td>
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<td>Demonstrable public profile in own area of research with a national or international recognition of expertise, publishing regularly in recognised high quality journals and attracting funding within department’s academic and research plan</td>
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<td>Ability to develop proposals for research projects which will make a significant impact by leading to an increase in knowledge and understanding and the discovery or development of new explanations, insights, concepts or processes</td>
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<tr>
<td>Ability to undertake management and administrative tasks associated with specified research funding, including leading and developing staff within their projects; risk assessment of project activities; organisation of project meetings and documentation; preparation of annual reports</td>
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<td>Ability to contribute to the overall management of the area of research in areas such as budget management and business planning, and contribute to departmental level strategic planning as appropriate</td>
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### Experience

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<tr>
<td>Experience of delivering sustained and consistent, publically-verifiable, research output of high quality with evidence of impact and esteem</td>
<td>Essential</td>
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<td>Significant track record of achievement within subject area, including invitations to speak at significant or international conferences</td>
<td>Essential</td>
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<td>Evidence of active participation in the planning and advancement of research projects</td>
<td>Essential</td>
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<td>Proven experience of attracting and obtaining significant external research funding</td>
<td>Essential</td>
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<td>Experience of building and leading successful research teams</td>
<td>Essential</td>
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<td>Successful management of research projects including managing the work of a research team and providing it with expert advice and guidance</td>
<td>Essential</td>
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<td>Evidence of influencing policy and/or contribution to national or international bodies</td>
<td>Desirable</td>
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### Personal attributes

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<tr>
<td>Leadership qualities</td>
<td>Essential</td>
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<tr>
<td>Attention to detail and commitment to high quality</td>
<td>Essential</td>
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<td>Collaborative ethos</td>
<td>Essential</td>
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<td>Commitment to promoting the public understanding of research and scholarship</td>
<td>Essential</td>
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<td>Positive attitude to colleagues and students and their professional development</td>
<td>Essential</td>
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<td>Willingness to work proactively with colleagues in other work areas/institutions</td>
<td>Essential</td>
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<td>Ability to plan and prioritise own work in order to meet deadlines</td>
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<td>Commitment to personal development and updating of knowledge and skills and that of the team where appropriate</td>
<td>Essential</td>
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THE DEPARTMENT

The Social Policy Research Unit (SPRU)

SPRU is a vibrant research unit with a long-standing international reputation for undertaking high quality applied research in health and social care across the life course. Its work is organised around five main themes:

- evaluation: interventions
- evaluation: service models
- illness and impairment: the lived experience
- policy: research and evaluation
- professional and service issues

We are a multi-disciplinary unit of around 13 researchers who have a range of academic backgrounds including psychology, sociology, nursing, politics and economics. Professor Yvonne Birks and Professor Bryony Beresford are SPRU’s Co-Directors.

SPRU has a long-standing history of securing funding from the UK’s main health and social care funders, including the National Institute of Health Research’s research programmes, the Health Foundation, Department of Health, the Economic and Social Research Council (ESRC), and charitable trusts and third sector organisations. SPRU is a core member of the NIHR’s School for Social Care Research, as well as being part of the Martin House Research Centre: a partnership between the University of York and Martin House Children’s Hospice. It often works in collaboration with other departments or research centres within the University of York, particularly Health Sciences, the Centre for Health Economics and the Centre for Reviews and Dissemination, as well as other universities in the UK and further afield.

As a Unit, we are fully committed to staff development and training. All staff are line managed by a senior member of staff with whom they are expected to meet on a regular basis. Researchers meet at regular intervals to discuss research delivery and management and there are dedicated forums for those with special interest in quantitative and qualitative methods.

The Unit is housed in the Alcuin College site on the Heslington West campus. The Alcuin site brings together in one location the Departments of Health Sciences, Social Policy and Social Work, Economics as well as the Centre for Reviews and Dissemination and the Centre for Health Economics.

The nature of the post is such that the post holder is expected to work and attend at the University’s premises such hours as are reasonably necessary for the effective discharge of the
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duties of the post, within a normal working week of 37 hours. Within this time a typical workload may include national and international travel appropriate to the nature of the role.

To find out more about the work of the Unit visit our website www.york.ac.uk/spru.

The Department of Social Policy and Social Work

SPRU is part of the Department of Social Policy and Social Work: a leading UK centre for teaching and research in its field. In the last REF its overall ranking was 3rd, and topped the rankings for impact and research environment.

The Department was established in 1966 and has grown over this period to become one of the largest in the world of its type. The Department currently has 63 FTE academic staff and a further 18.7 FTE staff in managerial, professional and administrative roles. The Department is broken into three constituent parts: the Research and Teaching Unit (RTU) that is responsible for the delivery of degree programmes that comprises separate Social Policy, Social Work and online programme teams; the Social Policy Research Unit (SPRU); and, the Centre for Housing Policy (CHP).

The Department has been fully supported by the University in its aspirations to maintain and develop its research excellence and global reputation, playing an important role in the University as one of nine departments in the Faculty of Social Science. The social sciences at York have a world class standing, and, as noted by the previous Chief Executive of ESRC, bring together one of the greatest concentrations of social science researchers in the UK. It is one of a handful of social science groupings which has secured two Queen's Anniversary Prize Awards, one of which was awarded to the Social Policy Research Unit (SPRU) in recognition of the pioneering and high impact work it has led since its formation in 1973. There are excellent connections between the Department and other Social Science departments such as, Education, Economics, Law, Management, Politics and Sociology as well as with the Sciences (particularly Health Sciences) and Humanities.

We are a collegiate and research-intensive Department that also takes teaching and administration very seriously. We celebrate our 50th anniversary this academic year and the University has invested considerably in new appointments at all levels over recent years as we look to build on our reputation and expertise in key areas for the next 50 years. This reflects the shared ambition of the University and the Department to make the University of York one of the world’s leading centres for social policy teaching and research.
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Research

The Department has a strong research profile, ranking 24th in the world for Social Policy in the 2017 QS World University Rankings. In the 2014 Research Excellence Framework (REF) we were placed 3rd overall for Social Work and Social Policy and equal first for research impact, with 54% of our research activity rated as world leading. Research income generated by the Department is in excess of £2 million per annum.

Alongside the two major Research Centres (SPRU and CHP), staff working in all parts of the Department are actively engaged in research and scholarship and we have more recently established a number of thematic research centres which operate across the Department including the Centre for Research in Comparative and Global Social Policy (CRCG), the Centre for Childhood, Youth and Family Research and the International Centre for Mental Health Social Research. As this indicates, our work addresses a wide range of themes, including: children and young people; comparative, global and international social policy; families and children; housing; health and social care; social work; social security; welfare, employment and citizenship. In addition, the Department also works closely with the University of York’s Institute for Effective Education (IEE), Centre for Women’s Studies (CWS), Centre for Urban Studies (CURB) and York Environmental Sustainability Institute (YESI).

We also have a vibrant MPhil/PhD community and co-ordinate the York node in three of the White Rose Doctoral Training Centre clusters: international, comparative social and public policy; social policy and social research; social work.

Degree Programmes

Although we are a research intensive Department we take our teaching very seriously. We are currently responsible for about 575 FTE students, of whom about 40 per cent are postgraduates. We currently offer five undergraduate BA (Hons) degrees within the Department:

- Applied Social Science
- Social Policy, Children & Young People
- Social Policy, Crime & Criminal Justice
- Social Policy
- Social Work

In addition, we contribute to three jointly taught programmes:

- Extended Degree in Applied Social Science/Social Policy (with York College)
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- Criminology (with the Department of Sociology)
- Social and Political Sciences (with the Department of Politics and the Department of Sociology)

We currently offer 13 taught post-graduate degrees:

- MA Comparative and International Social Policy
- MPA Comparative Applied Social and Public Policy, Evaluation and Research
- MA Global Crime and Justice
- MA Global Social Policy
- MA Public Policy and Management
- MPA Master of Public Administration
- MPA Master of Public Administration - International Development
- MA Social Policy
- MA Social and Public Policy
- MA Social Work
- MA Social Work Practice (Think Ahead)
- MRes Social Policy
- MRes Social Work

In addition, we contribute to the following jointly taught programmes:

- MA in Social Research (delivered through the Research Centre for Social Sciences)

A number of our taught programmes are supported by international partnerships with similar departments overseas that facilitate the exchange and transfer of students to and from York. Our online programmes have received excellent feedback via PTES and other channels, and the department's strategic plan includes a commitment to maintaining the quality of this provision.

For further information about the Department please visit http://www.york.ac.uk/spsw/
THE UNIVERSITY

Founded on principles of excellence, equality and opportunity for all, the University of York opened in 1963 with just 230 students. In 2017 it is the home of more than 17,000 students across more than 30 academic departments and research centres. Since opening over fifty years ago, we have become one of the world’s leading universities and a member of the prestigious Russell Group.

We are consistently recognised as one of the leading Higher Education Institutes and one of just six post-war universities which appear in the world top 100 (2013-14) and 15th in the Times & Sunday Times league table (2016). The University of York has won six Times Higher Education (THE) Awards and five Queen’s Anniversary Prizes.

The University is proud of its association with Athena SWAN, holding 12 awards in support of gender equality, representation and success for all, with gold awards for Chemistry and Biology and a University-wide bronze award.

Of 154 universities that took part in the Research Excellence Framework (REF) in 2014, The University of York ranked 14th overall and 10th for the impact of our research. The University is consistently in the top ten UK research universities and attracts over £60m a year of funding from research alone.

Our vision is to make the University of York a world leader in the creation of knowledge through fundamental and applied research, the sharing of knowledge by teaching students from varied backgrounds and the application of knowledge for the health, prosperity and well-being of people and society.
Attractive workplace

Centred around the picturesque village of Heslington on the edge of the city of York, our colleges are set in an attractive landscaped campus. York enjoys a safe, friendly atmosphere with facilities including bars, shops, theatres and concert halls all within easy walking distance.

The University has undergone an unprecedented period of expansion and renewal since 2000. We have invested in twenty new buildings on the original campus and have completed the first and second phases of a £750m campus expansion. Our investment in new colleges, teaching and learning spaces, laboratories, research facilities and a new sports village mean there has never been a better time to join us.

During this period of change we’ve worked hard to retain our friendly, informal and collegiate atmosphere, which is important to our core values of inclusivity and interdisciplinarity.

We have a thriving international community and are committed to providing staff moving to York with as much support as possible through our Relocation Package and Welcome Officers.

The University aims to offer a nurturing and supportive environment as an employer. Flexible working hours, nursery facilities, childcare vouchers, cycle to work scheme, generous holidays and an attractive pension scheme all make the University of York one of the region’s leading employers.

For further information please visit our employee benefit pages.
**The City of York**

Internationally acclaimed for its rich heritage and historic architecture, York's bustling streets are filled with visitors from all over the world. Within its medieval walls you will find the iconic gothic Minster, Clifford’s Tower and the Shambles - just a few of the many attractions.

But York isn't just a great place to visit - it's also a great place to live and work. While nourishing a vibrant cosmopolitan atmosphere, York still maintains the friendly sense of community unique to a small city.

Visit [www.visityork.org](http://www.visityork.org) for more information on the city of York.

**Shopping, culture and entertainment**

York boasts specialist and unique boutiques but also all the high street stores on its busy shopping streets. Alongside them you will find cinemas, theatres, an opera house, art galleries, a vast range of restaurants, live music venues and clubs. York is particularly renowned for its multitude of pubs and bars, from the modern to the medieval.

**Housing and schools**

Whether you choose to live close to the city, in one of the surrounding villages or further afield, you will find a wide range of housing within comfortable distance of York and the University. For families, the area has a range of excellent schools both in the state and independent sector.

**Great location**

York is one of Britain's best-connected cities. Halfway between London and Edinburgh on the East Coast mainline, on intercity trains you can reach London King’s Cross in less than two hours and Edinburgh in two and a half hours. York is also well served by road links, and it is easily accessible from the A1, M1 and the M62.

For those travelling from overseas, Manchester Airport is two hours away and Heathrow Airport just three and a half. Flights from nearby Leeds Bradford Airport provide easy access to mainland Europe. By Eurostar from London St Pancras, Paris is just over six hours away.

**Yorkshire**

The Lonely Planet guide recently declared Yorkshire the third best region in the world to visit. There is something to cater to every taste, whether it be the rugged landscapes of the Moors or the Dales, the picturesque seaside towns of Scarborough and Robin Hoods Bay, the gothic architecture of Whitby or the vibrancy of cosmopolitan Leeds.
Apply online

- Go to https://jobs.york.ac.uk
- Find this job using reference 6267
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 14 January 2018.

What will I need?

You will need to upload:
- your CV
- a letter describing how you meet the requirements of the job

You will also need details of 3 referees.

Help and assistance

Direct any informal queries to

The Unit’s Co-Directors - Professor Yvonne Birks and Bryony Beresford
email: spru-director@york.ac.uk

If you have any questions about your application, contact the HR Services team:

recruitment@york.ac.uk

+44 (0)1904 324835