Research Fellow
Department of Health Sciences

Closing date: 22 March 2018
Interview date: 09 April 2018
Vacancy reference: 6401
INTRODUCTION

The Mental Health and Addiction Research Group within the Department of Health Sciences are looking to appoint a Research Fellow with experience of qualitative research including evidence synthesis, conducting interviews, thematic analysis. You will be part of the NIHR funded DIAMONDS Programme, (Diabetes and Mental Illness, Improving Outcomes and Self-management) which aims to design a self-management intervention to improve diabetes care and outcomes for people with severe mental illness and to develop learning relevant to other long-term conditions. In the role, you will work with the Chief Investigator, Dr Najma Siddiqi, and the Programme Manager, as part of a multidisciplinary team.

DIAMONDS is also part of the Yorkshire and Humber Collaboration for the Leadership in Applied Health Research & Care (CLAHRCYH) Mental Health and Comorbidity theme. The theme, which is led by Professor Simon Gilbody, works across the Yorkshire region. The theme aims to improve the physical health and wellbeing of people with mental health problems and addictions.

The successful applicant will work with the DIAMONDS research team in carrying out the first phase of the Programme. This includes a narrative synthesis of the literature and a qualitative study with patients, carers and healthcare staff to understand the factors influencing self-management. The post will be based at the University of York, although you will be expected to travel across research sites across England to undertake fieldwork and attend project meetings.
**Main purpose of the role**

- The DIAMONDS Programme (Diabetes and Mental Illness, Improving Outcomes and Self-Management) aims to develop and evaluate a complex intervention to improve outcomes for people with diabetes and severe mental illness. The successful applicant will work with the DIAMONDS research team to deliver the first phase of the Programme, which will inform intervention development.

- To conduct a narrative synthesis of the literature to identify barriers and facilitators of self-management of long-term conditions in people with severe mental illness.

- To conduct qualitative individual and focus group interviews with patients, carers and healthcare staff to understand the factors that influence self-management of physical health long-term conditions in people with severe mental illness.

- The work will be undertaken with support from other members of the multidisciplinary team and under the supervision of senior colleagues.

**Key responsibilities**

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

- To conduct individual and collaborative research projects, duties to include: collection, analysis and interpretation of research data; use of appropriate research techniques and methods; writing up of research results and dissemination through publications, seminar and conference presentations and public engagement and outreach activities; contributing to the identification of possible new areas of research.

- To contribute to the preparation of research proposals and applications to external bodies.

- To undertake appropriate organisational and administrative activities connected to the research project, including conference organisation, and the development of promotional or educational material including website maintenance and development.

- To develop and initiate collaborative working internally and externally, duties to include: the building of internal contacts and participation in internal networks; collaboration with colleagues on joint projects as required; participation in and identification of external networks in order to share information and identify potential opportunities for collaboration and possible sources of funding; attendance at and contribution to relevant meetings.

- To provide guidance to other staff and students, as required, as well as coordinating the work of small research teams.

- To assist with undergraduate teaching in own area of expertise.
# PERSON SPECIFICATION

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<tr>
<th>Qualifications</th>
<th>Essential / Desirable</th>
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<tr>
<td>MSc / MA in a relevant subject or, exceptionally, substantial experience at an equivalent level</td>
<td>Essential</td>
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<td>PhD in relevant subject or working towards or substantial equivalent experience</td>
<td>Essential</td>
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## Knowledge

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<tr>
<td>Knowledge of qualitative research methods used in health services research, their strengths and limitations and applications</td>
<td>Essential</td>
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<tr>
<td>Knowledge of a range of research techniques and methodologies</td>
<td>Essential</td>
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<td>Has research expertise in an area that will complement and enhance the department's research strategy and goals</td>
<td>Essential</td>
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<tr>
<td>Knowledge of literature review methods, in particular approaches used to synthesis evidence from multiple sources</td>
<td>Essential</td>
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<tr>
<td>Knowledge of UK policy context related to such areas such as mental health; diabetes, inequalities in health</td>
<td>Desirable</td>
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## Skills, abilities and competencies

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<th>Essential / Desirable</th>
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<tr>
<td>Highly developed communication skills to engage effectively with a wide ranging audience, both orally and in writing, using a range of media</td>
<td>Essential</td>
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<td>Ability to write up research work for publication in high profile journals and engage in public dissemination</td>
<td>Essential</td>
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<td>Ability to develop research objectives, projects and proposals for own and joint research, with the assistance of a mentor if required</td>
<td>Essential</td>
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<td>Competency to conduct individual and collaborative research projects including qualitative research with patients, carers and healthcare staff</td>
<td>Essential</td>
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<td>Ability to contribute to the writing of research grant applications</td>
<td>Desirable</td>
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<td>Competency to make presentations at conferences or exhibit work in other appropriate events</td>
<td>Essential</td>
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<td>Ability to undertake analysis of research relevant to the project in particular research and narrative reviews</td>
<td>Essential</td>
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<tr>
<td>Able to use a range of computer software packages including for example literature review and qualitative data analysis software such as Endnote and NVivo</td>
<td>Essential</td>
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## PERSON SPECIFICATION

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<th>Experience</th>
<th>Essential / Desirable</th>
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<tr>
<td>Experience of carrying out both independent and collaborative research</td>
<td>Essential</td>
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<td>Experience of writing up research work for publication</td>
<td>Essential</td>
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<td>Ability to work as part of a team and also to work independently using own initiative</td>
<td>Essential</td>
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<tr>
<td>Experience of conducting research with patients, carers or healthcare staff</td>
<td>Essential</td>
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<tr>
<td>Experience of using statistical packages which are suitable for analysis of qualitative data such as NVivo</td>
<td>Desirable</td>
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<tr>
<td>Experience of conducting qualitative research in health or another related area</td>
<td>Essential</td>
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<td>Experience of conducting reviews of literature</td>
<td>Essential</td>
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<td>Experience in a relevant health area such as mental health and / or diabetes</td>
<td>Desirable</td>
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## Personal attributes

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<th>Personal attributes</th>
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<tr>
<td>Attention to detail and commitment to high quality</td>
<td>Essential</td>
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<tr>
<td>Collaborative ethos</td>
<td>Essential</td>
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<tr>
<td>Interest in and enthusiasm for the subject matter of the project(s)</td>
<td>Essential</td>
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<td>Positive attitude to colleagues and students</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, including using initiative to plan research programmes</td>
<td>Essential</td>
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<tr>
<td>Commitment to personal development and updating of knowledge and skills</td>
<td>Essential</td>
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**THE DEPARTMENT**

**Mental Health and Research Group (MHARG)**

The Mental Health and Addiction Research Group is a leading UK centre for research excellence. It is a joint development between the University of York’s Department of Health Sciences and the Hull York Medical School. MHARG is physically located within the internationally regarded Department of Health Sciences. Our work is focused on the care of people with a range of addictions (drug, alcohol or tobacco) or mental health problems, such as depression, anxiety, schizophrenia and bipolar illness. We apply population science and an economic perspective to problems of addiction and mental health. Our aim is to inform practice and policy to ensure addictions services and NHS mental health care is effective, efficient and equitable. MHARG is led by Professor Simon Gilbody (Chair of Psychological Medicine and Health Services Research), with senior colleagues drawn from clinical psychology, psychiatry, public health, mental health nursing, economics, statistics and psychometrics (with established research programmes in each of these areas).

The Department is located in modern, purpose-built accommodation on the University’s Heslington West Campus and includes 280 academics, teachers, researchers and support staff engaged in delivering research, professional development, education and training. Teaching and research programmes are underpinned by excellent administrative support systems for staff.

Our core aim is excellence in teaching and research, while contributing to improving health and healthcare through the application of our research to policy and practice. We are committed to having our teaching underpinned by our internationally renowned research. The University has an institutional research strategy [www.york.ac.uk/research/](http://www.york.ac.uk/research/) to which the Department contributes by developing strong and well-resourced research groups.

Our research is characterised by: interdisciplinary and international collaboration; a robust scientific foundation; and relevance for policy and practice. The Department organises its research activities around six core themes: mental health and addiction (Professor Simon Gilbody); trials and statistics (Professor David Torgerson); public health and society (Professor Kate Pickett); cancer epidemiology (Professor Eve Roman); cardiovascular health (Professor Patrick Doherty); and health services and policy (Professor Karen Bloor).

We have strong research and teaching links with the Hull York Medical School (HYMS), supported through a number of HYMS posts embedded our Department. We also have strong links with other centres and departments at York, including the Centre for Health Economics (CHE) and the Centre for Reviews and Dissemination (CRD), as well as other leading UK and international centres of applied health research.

Our research focus is supported by access to and innovative use of population data (including Department-led patient-
THE DEPARTMENT

based data systems), in addition to intervention studies conducted by the Department’s trials unit (York Trials Unit) and expertise in secondary data analysis, systematic reviewing and qualitative research. Academic disciplines represented in the Department include epidemiology, biostatistics, health economics, social policy, sociology and applied psychology. Our multi-disciplinary staff group also includes clinical academics involved in public health, primary care and mental health.

Our research rests on close partnerships with health and social care agencies and local and national government, in addition to various third sector organisations and international agencies, such as the World Health Organisation (WHO).

The Department has a strong culture of delivering research impact and in doing research that makes a difference. A key object of our research is to ensure our work has high visibility and impact with national and international audiences. This includes producing evidence which enables practitioners and policy makers to develop more effective interventions and gain insight into how social and economic context mediates the experience of health and the provision of health care.

We are also concerned to develop more speculative and theoretically-informed work critically evaluating the underlying assumptions of policy and practice. To achieve these impacts, we work closely with practitioners, policy makers and other researchers to share knowledge and disseminate our findings. We are equally committed to public and civil engagement and in sustaining our partnerships with third sector organisations and non-Government organisations.

In 2015/2016 the Department’s research related income was over £6.8 million, with over 120 staff actively involved in research. Funding comes from a number of sources including the National Institute for Health Research (NIHR), the Department of Health, the Economic and Social Research Council (ESRC), Medical Research Council (MRC), the British Heart Foundation (BHF), Cancer Research UK, Wellcome and Bloodwise.

In the most recent assessment of research quality in the UK (the 2014 Research Excellence Framework), the Department, along with its partners, the Centre for Health Economics, the Centre for Reviews and Dissemination and the Hull York Medical School, was ranked 7th nationally in the subject area of public health, health services and primary care. Members of the Department also contributed to returns in Sociology (ranked first) and Social Policy (ranked third).

Eighty three per cent of outputs submitted by our academic staff members have been judged as world leading or internationally excellent in terms of originality, significance and rigour. Our impacts were also judged to be outstanding or very considerable in terms of reach and significance. The department was ranked equal first nationally for its research environment and all aspects of our research environment was judged to producing research of world-leading quality in
terms of vitality and sustainability.

Integral to our mission is career support, including doctoral studentships and fellowships, as well as the supportive management of those reaching the end of their research contracts.

We currently have over 1000 enrolled students on our suite of health professional education programmes enjoying the highest standards of professional and academic training in a lively and stimulating environment.

At pre-registration level we offer a range of different approaches to studying nursing. Our three year BSc nursing programme spans all four fields of practice (Adult, Child, Learning Disability and Mental Health). We also offer a fast track route to registration for graduates wishing to undertake nursing as a second degree. The Post Graduate Diploma programme is a two year shortened programme for existing graduates wishing to undertake a pre-registration nursing programme in either Adult or Mental Health. We have also developed a 4 year Integrated Masters option for candidates wishing to register as either Adult or Mental Health nurses with a special interest in community and primary care.

We are a highly regarded provider of nurse education achieving status as number one in England for Nursing (2014) by The Guardian League Table. A number of our nursing students have been nominated for and won prestigious Student Nursing Times awards during their pre-registration studies with us. Department of Health Sciences has an international reputation in the area of evidence based practice and teaching across our professional programmes is specifically designed to allow candidates to apply this knowledge to clinical practice.

In terms of Midwifery we also offer a small BA (Midwifery) programme which is one of the most oversubscribed and popular programmes of its kind in the UK. This programme has a strong interpersonal caring focus and has achieved prestigious accreditation with UNICEF for being ‘Baby Friendly’.

Our Continuing Professional Development (CPD) / Specialist Skills Post Registration Development (SSPRD) programmes are designed to allow existing registrants to top up their clinical nursing skills in line with local and national health priorities such as long term conditions management, advanced nursing practice and primary care. On these programmes students balance part time study with work applying new knowledge to practice with the aim of enhancing patient care.

The content and delivery of our programmes is developed in partnership with local employers and is specifically designed to meet strategic workforce need locally and nationally. We have excellent relationships with our partner organisations across North Yorkshire in the NHS, not for profit and private healthcare sectors. Our graduates seeking work at the end of the programme achieve close to 100% employment within six months of qualifying and are held in high regard by employers locally and nationally. Each year a number of our graduates choose to take up employment in prestigious national teaching hospitals such as Addenbrookes Hospital in Cambridge, The Christie Hospital in Manchester, Great Ormond Street Hospital in London and The Maudsley Hospital.

We currently have over 200 postgraduate students in our Graduate School which provides a vibrant, multidisciplinary learning environment. We offer a diverse range of full- and part-time taught and research-based postgraduate degrees designed for those wishing to develop and follow a career in public health, health services research and other health-related areas.

With respect to the taught programmes available, we have a Master in Public Health which runs in association with the Hull York Medical School, is suitable for students from a wide variety of disciplines who wish to pursue careers as public health practitioners or work in governmental or non-governmental organisations, both in the UK and overseas. The Department also offers an MSc in Applied Health Research which is particularly relevant for science and social science graduates interested in a career in health services research and health professionals who wish to develop their research skills. Many students from both programmes go on to complete PhD studies. In addition, we run an on-line MSc in International Humanitarian Affairs which allows field practitioners to engage with, and explore the fast-changing, contemporary debates over the theory, policy and practice of humanitarian affairs.

Our PhD students are embedded in one of our research groups and have the flexibility to tailor their studies to pursue their own research interests, and a bespoke training programme is designed in conjunction with the supervisory team to support the development of essential subject-specific and transferable skills for their future careers.

For more details about the Department of Health Sciences and our teaching and research activities please visit our website: http://www.york.ac.uk/healthsciences/
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 UNIVERSITY
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 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 6401
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 22 March 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 2 referees.

Help and assistance
Direct any informal queries to Dr Najma Siddiqi at najma.siddiqi@york.ac.uk

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

recruitment@york.ac.uk
+44 (0)1904 324835