Research Fellow
Department of Health Sciences
Closing date: 19 October 2018
Interview date: To be confirmed
Vacancy reference: 7027
INTRODUCTION

Applications are invited for a highly motivated research fellow, ideally with experience of conducting research with healthcare staff, to join the multidisciplinary Martin House Research Centre (https://www.york.ac.uk/mhrc) team. This Centre is based in the Department of Health Sciences at the University of York and is a collaboration with the Social Policy Research Unit at the University of York (www.york.ac.uk/spru), the University of Leeds, and Martin House Children’s Hospice (www.martinhouse.org.uk). The Centre aim is to undertake high quality research that will help to ensure that all children with life-limiting conditions and medical complexity and their families receive equitable, high quality care. This will include research about the health and care workforce, to which this research fellow would contribute.

The successful candidate will be supervised by Dr Jo Taylor (https://www.york.ac.uk/healthsciences/our-staff/jo-taylor) and Dr Lorna Fraser (https://www.york.ac.uk/healthsciences/our-staff/lorna-fraser). This 0.6 FTE (22.2 hours per week) post is funded for 18 months through the Martin House Research Centre grant.
Condition of appointment

This role is exempt from the Rehabilitation of Offenders Act. Consequently, all applicants will be asked to declare both unspent and spent convictions on their application form.

Appointment of the successful candidate will be conditional on a Disclosure and Barring Service check.

Main purpose of the role

The successful candidate will have experience in conducting health services research, in particular literature reviewing and conducting surveys, and working with health services and their staff. They will work primarily on a mixed method study, which will increase understanding about the work-related stressors and rewards experienced by children’s hospice staff, with an aim to identify staff support systems and organisational practices that offer the most potential to prevent staff burnout and enhance wellbeing at work. The study will also develop and validate new scales to assess work-related stressors and rewards in this occupational group.

The successful candidate will be expected:

- To conduct research under the supervision of senior colleagues and to contribute to the production of research
- To assist in the identification and development of potential areas of research and the development of proposals for independent or collaborative research projects

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; and writing up of research results
- To communicate and liaise with senior member of the team and other relevant stakeholders (e.g. advisory panels)
- To disseminate research objectives and results through publications, seminar and conference presentations, and public engagement and outreach activities
- To assist in the identification and development of possible new areas of research and contribute to the preparation of research proposals and applications to external funding bodies
- To undertake appropriate organisational and administrative activities connected to the research project, including organising project meetings and conferences, and the development of promotional or educational material including website development and project newsletters
- 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
## PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>Qualifications</th>
<th>Essential / Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td>First degree or MSc / MA in relevant scientific or health-related discipline</td>
<td>Essential</td>
</tr>
<tr>
<td>PhD in relevant area (e.g. social or health sciences, psychology) or equivalent relevant methodological experience</td>
<td>Essential</td>
</tr>
</tbody>
</table>

### Knowledge

<table>
<thead>
<tr>
<th>Knowledge</th>
<th>Essential / Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Knowledge of research methods used in health services research, and their strengths and limitations</td>
<td>Essential</td>
</tr>
<tr>
<td>Strong working knowledge of research techniques and methodologies relevant to the post, in particular literature reviewing, focus groups, observational survey studies</td>
<td>Essential</td>
</tr>
<tr>
<td>Has research expertise in an area that will complement and enhance the department's research strategy and goals</td>
<td>Essential</td>
</tr>
<tr>
<td>Knowledge of chronic or life-limiting conditions in children and young people and/or occupational wellbeing</td>
<td>Desirable</td>
</tr>
<tr>
<td>Knowledge of scale development</td>
<td>Desirable</td>
</tr>
</tbody>
</table>

### Skills, abilities and competencies

| Ability to conduct research involving health and care staff                                                                                                                                         | Essential             |
| Ability to undertake basic analysis of research relevant to the project, in particular surveys, qualitative research, and systematic reviews | Essential             |
| Able to use a range of computer software packages including for example Endnote, Excel, Qualtrics, NVivo, Stata, SPSS                                                                             | Essential             |
| Highly developed communication skills to engage effectively with a wide ranging audience, both orally and in writing, using a range of media    | Essential             |
| Ability to write up research work for publication in high profile journals and engage in public dissemination                                                                                     | Essential             |
| Ability to develop research objectives, projects and proposals for own and joint research, with the assistance of a mentor if required                                                    | Essential             |
| Competency to conduct individual and collaborative research projects                                                                                                                              | Essential             |
| Ability to identify sources of funding and contribute to the process of securing funds, with collaborators if required                                                                            | Essential             |
| Competency to make presentations at conferences or exhibit work in other appropriate events                                                                                                       | Essential             |
## PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>Experience</th>
<th>Essential / Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experience of carrying out both independent and collaborative research</td>
<td>Essential</td>
</tr>
<tr>
<td>Experience of conducting research in health services or other care settings</td>
<td>Essential</td>
</tr>
<tr>
<td>Ability to work as part of a team and also to work independently using own initiative</td>
<td>Essential</td>
</tr>
<tr>
<td>Evidence of dissemination of research which may include: the presentation of papers at conferences and workshops; participation in public engagement events to disseminate research; the publishing of chapters in text books; the publishing of papers; articles or reviews in academic journals or elsewhere; the development of websites</td>
<td>Essential</td>
</tr>
<tr>
<td>Experience of conducting surveys, including collecting, cleaning and analysing survey data and/or literature searching and reviewing</td>
<td>Essential</td>
</tr>
<tr>
<td>Experience of undertaking research involving health and/or care staff</td>
<td>Desirable</td>
</tr>
</tbody>
</table>

## Personal attributes

<table>
<thead>
<tr>
<th>Personal attributes</th>
<th>Essential / Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attention to detail and commitment to high quality</td>
<td>Essential</td>
</tr>
<tr>
<td>Collaborative ethos</td>
<td>Essential</td>
</tr>
<tr>
<td>Positive attitude to colleagues and students</td>
<td>Essential</td>
</tr>
<tr>
<td>Willingness to work proactively with colleagues in other work areas/institutions</td>
<td>Essential</td>
</tr>
<tr>
<td>Ability to plan and prioritise own work in order to meet deadlines, including using initiative to plan research programmes</td>
<td>Essential</td>
</tr>
<tr>
<td>Commitment to personal development and updating of knowledge and skills</td>
<td>Essential</td>
</tr>
<tr>
<td>Interest in and enthusiasm for the subject matter of the project and wider Centre research</td>
<td>Essential</td>
</tr>
</tbody>
</table>
THE DEPARTMENT

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-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.
THE DEPARTMENT

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. 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 2018 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 are ranked 16th in the Times & Sunday Times league table (2017). 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 is committed to promoting a diverse and inclusive community - a place where we can all be ourselves and succeed on merit. We offer a range of family friendly, inclusive employment policies, flexible working arrangements, staff engagement forums, campus facilities and services to support staff from different backgrounds.

For further information please visit our employee benefit pages.
THE CITY AND THE REGION

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 7027
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 19 October 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 jo.taylor@york.ac.uk

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

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