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| Last updated: | 17-08-2021 |

**JOB DESCRIPTION**

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| Post title: | **Research Fellow** | | |
| Academic Unit/Service: | Primary Care, Population Sciences and Medical Education (PPM) | | |
| Faculty: | Medicine | | |
| Career Pathway: | Education, Research and Enterprise (ERE) | Level: | 4 |
| \*ERE category: | Research | | |
| Posts responsible to: | NIHR Global Health Professor | | |
| Posts responsible for: | students when required | | |
| Post base: | Office-based with some hazards (see job hazard analysis) | | |

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| Job purpose |
| To undertake research, and to support data management for the programme entitled: “Improving adult health in sub-Saharan Africa through couples-focused interventions for HIV, STIs and diabetes”, funded by National Institute for Health Research under the supervision of the NIHR Global Health Professor.  The post holder will be expected to generally work with the senior research fellows on the team, the Principal Investigator, and to liaise with the South African teams, in particular the team at the Human Sciences Research Council, KwaZulu-Natal. |

| Key accountabilities/primary responsibilities | | % Time |
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|  | To lead (with supervision) statistical analyses and modelling of available data. | 60% |
|  | Prepare data sets for analysis: i.e. linking datasets and deriving variables of interest from raw data, and critical review of existing literature. | 10% |
|  | Contribute to data management and quality control (from data collection in the field through to generated datasets for analysis) in partnership with the South African teams | 10% |
|  | To contribute to the writing of presentations, academic publications and policy briefings by taking a lead writing role or providing support to others in the team as appropriate. | 5% |
|  | Support, train, advise and guide early career researchers and operational staff at partner sites to plan, design and interpret their research. | 5% |
|  | Carry out occasional student supervision, demonstrating or lecturing duties within own area of expertise, under the direct guidance of a member of departmental academic staff. | 5% |
|  | Any other duties as allocated by the line manager following consultation with the post holder. | 5% |

| Internal and external relationships |
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| Direct responsibility to line manager  Additional reporting to external funding bodies or sponsors  May be asked to serve on relevant Department of PPM committees  The post involves collaborating with senior clinical scientists, social scientists, statisticians, research fellows and assistants, computing staff, and research doctors and nurses. The post also involves working with research staff based in the University of Southampton and at other universities nationally and internationally. |

| Special Requirements |
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| The post may involve non-standard hours of work from time to time, in order to complete tasks to short deadlines.  To attend national and international conferences for the purpose of disseminating research.  To attend occasional research meetings with collaborators outside Southampton.  *Applications for Research Fellow positions will be considered from candidates who are working toward or*  *nearing completion of a relevant PhD qualification. The title of Research Fellow will be applied upon*  *successful completion of the PhD. Prior to the qualification being awarded the title of Senior Research Assistant will be given.* |

**PERSON SPECIFICATION**

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| Criteria | Essential | Desirable | How to be assessed |
| Qualifications, knowledge and experience | PhD in Epidemiology, Demography, Medical/Social Statistics, economics, bioinformatics, data science or equivalent.  Research experience pre- or post-PhD.  Experience conducting advanced statistical analysis including methods to analyse longitudinal population, panel or cohort data  Substantial experience in using a statistical package eg. STATA or R. | MSc/Undergraduate degree with high statistical content  Track record of published research and presentations at academic meetings, including conferences.  Experience of multi-level modelling and survival analysis methods.  Experience of handling data from large and complex datasets.  Experience of conducting health related research, project and data management. | CV  Application  Interview |
| Planning and organising | Ability to plan and organise work independently and as part of a team.  Able to maintain judgement under pressure and meet deadlines.  Methodical and practical with excellent attention to detail. |  | CV  Application  Interview |
| Problem solving and initiative | Able to develop understanding of complex problems and apply in-depth knowledge to address them.  Able to prioritise and take initiative on concurrent research tasks.  Innovative, able to problem solve and be decisive. | Able to identify relevant theoretical and methodological issues that need to be addressed. | CV  Application  Interview |
| Management and teamwork | Able to work independently but also in conjunction with other members of the research teams involved with the studies, including overseas teams.  Good interpersonal skills. |  | CV  Application  Interview |
| Communicating and influencing | Good written and oral communication skills.  The ability to communicate study design and research methods including statistical concepts to clinical scientists and other researchers not trained in statistics. Also required to communicate in non-technical language (orally and written) with researchers and operational staff for whom English is not their first language.  Work proactively with colleagues in other work areas/institutions, contributing specialist knowledge to achieve outcomes. | Some teaching experience. | CV  Application  Interview |
| Other skills and behaviours | Understanding of relevant Health & Safety issues.  Positive attitude to colleagues and students and an appetite for working in an interdisciplinary and international research team |  | CV  Application  Interview |
| Special requirements | An interest in global health and some knowledge of contemporary issues in population and health in developing countries. | Experience in the substantive areas and regional focus of the CHERISH programme i.e. HIV, diabetes, couples health and sub-Saharan Africa.  Available to participate in fieldwork in South Africa if travel restrictions permit. | CV  Application  Interview |

**JOB HAZARD ANALYSIS**

**Is this an office-based post?**

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| Yes | If this post is an office-based job with routine office hazards (eg: use of VDU), no further information needs to be supplied. Do not complete the section below. |
| No | If this post is not office-based or has some hazards other than routine office (eg: more than use of VDU) please complete the analysis below.  Hiring managers are asked to complete this section as accurately as possible to ensure the safety of the post-holder. |

## - HR will send a full PEHQ to all applicants for this position. Please note, if full health clearance is required for a role, this will apply to all individuals, including existing members of staff.

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| **ENVIRONMENTAL EXPOSURES** | **Occasionally**  (<30% of time) | **Frequently**  (30-60% of time) | **Constantly**  (> 60% of time) |
| Outside work |  |  |  |
| Extremes of temperature (eg: fridge/ furnace) |  |  |  |
| ## Potential for exposure to body fluids |  |  |  |
| ## Noise (greater than 80 dba - 8 hrs twa) |  |  |  |
| ## Exposure to hazardous substances (eg: solvents, liquids, dust, fumes, biohazards). Specify below: |  |  |  |
| Frequent hand washing |  |  |  |
| Ionising radiation |  |  |  |
| **EQUIPMENT/TOOLS/MACHINES USED** | | | |
| ## Food handling |  |  |  |
| ## Driving university vehicles(eg: car/van/LGV/PCV) |  |  |  |
| ## Use of latex gloves (prohibited unless specific clinical necessity) |  |  |  |
| ## Vibrating tools (eg: strimmers, hammer drill, lawnmowers) |  |  |  |
| **PHYSICAL ABILITIES** | | | |
| Load manual handling |  |  |  |
| Repetitive crouching/kneeling/stooping |  |  |  |
| Repetitive pulling/pushing |  |  |  |
| Repetitive lifting |  |  |  |
| Standing for prolonged periods |  |  |  |
| Repetitive climbing (ie: steps, stools, ladders, stairs) |  |  |  |
| Fine motor grips (eg: pipetting) |  |  |  |
| Gross motor grips |  |  |  |
| Repetitive reaching below shoulder height |  |  |  |
| Repetitive reaching at shoulder height |  |  |  |
| Repetitive reaching above shoulder height |  |  |  |
| **PSYCHOSOCIAL ISSUES** | | | |
| Face to face contact with public |  |  |  |
| Lone working |  |  |  |
| ## Shift work/night work/on call duties |  |  |  |