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**JOB DESCRIPTION**

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| Post title: | **Research Fellow** | | |
| Standard Occupation Code: (UKVI SOC CODE) | 2119 - Natural and social science professionals | | |
| School/Department: | Psychology and Health Sciences (50:50 split post) | | |
| Faculty/Directorate: | Environmental and Life Sciences | | |
| Job Family: | Education, research and Enterprise | Level: | 4 |
| Career Pathway (\*ERE): | Research pathway | | |
| Post title of Line Managers: | Principal Research Fellow (Dr Katherine Bradbury), Associate Professor (Dr Euan Sadler) | | |
| Post title(s) responsible for: | *None* | | |
| Post base: | Office-based (can work from home) | | |

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| Job purpose |
| To play a key role in conducting a qualitative process evaluation to explore how the SPLENDID social prescribing intervention for dementia implements within the NHS and is engaged with by people living with dementia (and their carers).  To play a key role in ensuring all elements of programme grant adequately consider and respond to equality and diversity needs, in order to minimise the risk of the intervention or research procedures leading to health inequalities. |

| Key accountabilities/primary responsibilities | | % Time |
| --- | --- | --- |
|  | Designing and leading the day to day running of the process evaluation, working closely with stakeholders and programming teams | 5%  30%  10%  20%  20%  5%  5%  5% |
|  | Carrying out qualitative interviews/surveys and analysing the qualitative data inductively, as well as deductively with a theoretical lens. |
|  | Preparing, maintaining and submitting relevant documentation (e.g. ethics and governance reports) |
|  | Recruiting patients and healthcare practitioners for qualitative work and working with PPI representatives and stakeholders to seek consensus on research ideas. |
|  | Writing up findings for publication |
|  | Contributing to other tasks related to the work of the team (e.g. publicity, dissemination activities) |
|  | To allocate 10 days a year (pro rata if part-time) to undertake training and continuing professional development (CPD), develop research identity and leadership skills in line with the Researcher Development Concordat |
|  | Any other duties as allocated by the line manager following consultation with the post holder. |

| Internal and external relationships |
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| Internal: Member of the Southampton Centre for Community and Clinical Applications of Health Psychology. Member of the Ageing and Dementia Group, School of Health Sciences.  External: working with external collaborators and stakeholders including clinicians, health services researchers, trialists. Travel to other sites is likely to be very infrequent, most meetings are conducted in Teams. |

| Special Requirements |
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| To be available to participate in fieldwork as required by the specified research project.  *Applications for Research Fellow positions will be considered from candidates who are working towards 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 (or equivalent) in a relevant field with evidence of prior academic excellence** (e.g.; merit/distinction at MSc, 2:1/1st at undergraduate level)  Understanding and knowledge of implementation science, health psychology or a closely related area.  **Experience of using qualitative methods**  **Experience of writing for publication**  Experience working with patients and/or health professionals.  Experience of gaining ethical approvals (through a university or NHS ethics) | Experience of process evaluation  Knowledge of social prescribing  Basic knowledge of dementia, or experience of working with people living with dementia  Demonstrate commitment to maintaining professional knowledge and awareness through continuing personal and professional development  Understanding of the Concordats relevant to research | Application, CV and interview |
| **Expected behaviours** [**Our Southampton Behaviours**](https://intranet.soton.ac.uk/sites/strategy/embeddingcollegiality/SitePages/Home.aspx) | Able to critically analyse own research  Able to apply and actively promote equality, diversity and inclusion principles and to support the wider team to implement these | Embedding Collegiality  Demonstrate the Southampton Behaviours and work with colleagues to embed them as a way of working within the team. | Application, CV and interview |
| **Management and teamwork** | Work effectively in a team, understanding the strengths and weaknesses of others to help teamwork development  Ability to work independently and efficiently in a research context |  | Application, CV and interview |
| **Planning and organising** | Able to organise research activities efficiently and to a high standard  Attention to detail in following gold standard research procedures, day-to-day coordination of research |  | Application, CV and interview |
| **Problem solving and initiative** | Able to ensure the efficient and timely completion of the study | Able to identify relevant theoretical and methodological issues that need to be addressed | Application, CV and interview |
| **Communicating and influencing** | Able to present research results at group meetings and conferences.  Work proactively with colleagues in other work areas/institutions, contributing specialist knowledge to achieve outcomes.  **Excellent written oral and/or communication skills, including meticulous attention to detail in preparing written materials.**  Able to explain clearly the research procedures to others where necessary |  | Application, CV and interview |
| Other skills and behaviours | Understanding of relevant Health & Safety and ethical issues and evidence of high level of professionalism at all times. |  | Application, CV and interview |

**JOB HAZARD ANALYSIS**

**Is this an office-based post, with routine hazards?**

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| Yes | This is an office-based post with routine office hazards (eg: use of VDU), no further information needs to be supplied. Do not complete/remove the section below. |
| No | This is an office-based post with some non-routine hazards (eg: contact with the public and/or shift work). Please complete the analysis below. |
| No | This is a non office-based post and has some hazards. Please complete the analysis below. |

**HIRING MANAGER**

Please complete this section as accurately as possible to ensure the safety of the post-holder.

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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 | X |  |  |
| Lone working | X |  |  |
| ## Shift work/night work/on call duties |  |  |  |

## - 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.