

Job Description

Post title: Senior Research Fellow in Global Health and Musculoskeletal Epidemiology

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Standard Occupation Code:	2119
School / Department:	Human Development and Health
Faculty / Directorate:	Medicine
Job Family:	Education, Research and Enterprise (ERE)
Grade:	Level 5
ERE Pathway (if applicable):	Research
Post reporting to:	Professor Kate Ward
Post line report(s):	None
Post base location:	Hybrid: Campus / Home : MRC Lifecourse Epidemiology Centre, Southampton General Hospital Site

Job purpose: We are looking for a post-doctoral epidemiologist/ human biologist to join Professor Kate Ward's Global Musculoskeletal Health group at the University of Southampton. The post-holder will work in an MRC-funded project, MUFASSA (Musculoskeletal Functional Ability in sub-Saharan Africa) which is based in The Gambia, Zimbabwe and South Africa. MUFASSA consists of three workpackages, the post holder will work in delivering WP1 and WP2:

- **WP1:** To characterise the epidemiology of poor functional ability and sarcopenia in older African adults
- **WP2:** To determine clinical and lifestyle-related factors associated with poor functional ability and sarcopenia
- **WP3:** To determine metabolomic predictors of poor functional ability and sarcopenia

As well as MUFASSA, the postholder can contribute multiple inter-related projects, including Fractures E3 (Fractures in sub-Saharan Africa Epidemiology, Ethnography and Economic Impact) and CliMMeta (MUFASSA-climate change).

The post-holder will be expected to contribute predominantly through research and leadership, management and engagement activities. We are keen for the post-holder to develop a plan of independent research within the group. More broadly they will: **Research:** Work to achieving research independence. Establish and grow a reputation for research quality. Increasingly taking leading or supervisory roles within research teams, often as Principal Investigator or Co-Investigator.

; **Leadership, Management and Engagement:** Assuming defined management roles and increasingly taking leading or supervisory roles within teams or projects, including line management and resource management where appropriate.

1.

70%

Research Contribution:

- Sustain a personal programme of research which contributes to or complements wider research programmes or strategies.
- Develop and deliver independent, rigorous and original research that leads to the discovery of new knowledge, insight and/or understanding.
- Lead an individual or team research project or projects.
- Regularly produce a range of high-quality research outputs that: underpin an established and growing reputation within the research community for the originality, significance and rigour of research; and demonstrably contribute to debate, knowledge, understanding and impact within and/or beyond academia.
- Plan and develop innovative new research proposals, either as self-contained items or as part of wider programmes, identifying potential funding sources and lead, co-lead or contribute to income proposals.
- Collaborate and utilise networks to develop and deliver research with colleagues in own and other disciplines and/or organisations. Co-create with a range of public groups, partners or organisations, as appropriate.
- Project manage research activity, manage the application of a range of research methodologies and manage or supervise other members of a research team, as appropriate.
- Ensure effective co-creation, sharing of, and engagement with, research and research findings by a range of audiences (e.g., academic peers, practitioners, policymakers, publics), using a range of methods (e.g., peer-reviewed publications, conferences, public engagement, outreach, media releases).
- Proactively identify and pursue opportunities to ensure research activities benefit educational practice.
- Co-supervise or contribute to the supervision of postgraduate students and/or research assistants.

2.

20%

Leadership, Management and Engagement Contribution:

Building on the Leadership, Management and Engagement contributions inherent in other Level 5 activities:

- Successfully undertake defined management, engagement, administration or project roles within the department or School (e.g., admissions, examinations, excellence framework contributions).
- Manage processes and co-ordinate the work of others as required. Help determine priorities and allocate resources to meet planned objectives and requirements.
- Contribute to short and medium-term planning processes in the department or School, including budget planning for own area. Demonstrate an appreciation of longer-term requirements.
- Make a significant contribution to the wider work of the Faculty and University through effective participation and collaboration in working groups and committees (e.g., Equality, Diversity and Inclusion committees and self-assessment teams, Health and Safety committees, Research Ethics committees etc.).
- Provide expert advice to colleagues and students. Use persuasion and influence to foster and maintain relationships.
- Line manage or supervise staff, as appropriate.

- Effectively conduct and engage in appraisal, career development and continuing professional development activities; formulate development plans to meet current and future skill needs.
- Ensure the effective management and use of assigned resources (e.g., budgets, equipment).
- Organise and/or participate in visit days, open days and public engagement activities.
- Manage external activities such as placements and field trips.

3.

5%

Knowledge Exchange and Enterprise Contribution:

- Design, develop and deliver high-quality knowledge exchange and/or enterprise activities and outputs that meet stakeholder requirements and complement wider knowledge exchange and enterprise programmes or strategies, individually or as part of a wider project, team or unit.
- Organise public engagement, outreach and/or other impact-generating activities, building evidence of effective engagement.
- Develop links and contribute to relevant specialist, industry and/or professional bodies, including learned societies. Participate in committees and working groups. Share, promote and help embed best practice and innovation.
- Engage with and provide advice to public bodies in areas of specialist knowledge.
- Collaborate, engage and utilise networks to create and develop relationships of mutual benefit to the University and stakeholders within and beyond academia.
- Plan and develop innovative new knowledge exchange and enterprise proposals, either as self-contained items or as part of wider programmes, identifying potential income streams or funding sources and contributing to income proposals, as required.

4.

5%

Any other duties as allocated by the line manager following consultation with the post holder.

Internal and external relationships:

- Direct responsibility to Prof Ward
- Other members of the Global Musculoskeletal Health team, Human Development and Health and wider University
- External collaborators on the MUFASSA/ FracturesE3 project.
- Prof Ward's research team and collaborators at MRC Unit The Gambia @ London School of Hygiene and Tropical Medicine.
- May have additional reporting and liaison responsibilities to funding bodies or sponsors.

Special requirements:

To be willing to travel to The Gambia, and elsewhere in Africa as the job requires.

To attend national and international conferences for the purpose of disseminating research results.

Person Specification – Skills and Competencies

All essential and desirable criteria outlined in this Person Specification will be assessed through a combination of recruitment application and CV, and where applicable numerical or written assessment.

Knowledge, Experience and Qualifications

Essential

- PhD in epidemiology/ human biology/ related area.
- Substantial and authoritative practical knowledge and experience in musculoskeletal health/ epidemiology, supported by detailed understanding.
- Develop and carry-out a planned area of research and/or undertake research under supervision in accordance with a specified project and as a research team member

Desirable

- Track record of publishing peer-reviewed publications, particularly manuscripts of original research
- Substantial and authoritative practical knowledge and experience in assessment of muscle or bone health.
- Experience in epidemiological research, particularly global health cohorts.
- Experience in non-communicable disease research
- Experience of climate change research
- Experience in inferential statistics and managing health data
- Research student supervision or line management
- Website/SharePoint content management

Teamwork and Communication

Essential

- Delegates and/or collaborates effectively, understanding the strengths and weaknesses of colleagues.
- Works proactively with colleagues and other stakeholders, within and beyond the University, to achieve outcomes.
- Communicates effectively to develop understanding and achieve cooperation.
- Provides clear advice, guidance and recommendations on novel or complex concepts and issues.

Desirable

- Contribute to the wider work of the Faculty/ University or wider academic community
- Working with multidisciplinary groups and/ or overseas collaborators

Planning, Organisation and Resource Management

Essential

- Plans and progresses research activities within the requirements of the research project and established University policies and procedures.

- Formulates development plans to meet current skill requirements.

Desirable

- Undertake administrative tasks to support own areas of research, education, enterprise
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Problem Solving and Initiative

Essential

- Develops detailed understanding of long-standing and/or complex problems and applies accumulated knowledge and experience to understand and/or resolve them.
- Demonstrates an awareness of principles and trends within a specialist field and awareness of how this affects education, research and/or knowledge exchange and enterprise activities in the University.

Desirable

- Data Analysis & Risk Assessment – Ability to analyse musculoskeletal health data, identify trends (e.g., osteoporosis, fractures, sarcopenia), and assess risk factors across diverse populations.
- Multidisciplinary Collaboration & Advocacy – Work with healthcare providers, policymakers, and NGOs to disseminate findings and develop further related agendas.
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Job Hazard Assessment

A full health clearance is required for this role where any hazards marked “^”, using the agreed Occupational Health referral template [available from here](#). Where a full health clearance is required, this will apply to all role holders, including existing members of staff.

Physical Environment

Working outside ^	Not applicable
Exposure to noise levels >80dbA ^	Not applicable
Working with dust or fumes ^	Not applicable
Working with skin irritants ^	Not applicable
Working with chemicals (industrial or cleaning) ^	Not applicable
Working in a confined space ^	Not applicable
Working at height ^	Not applicable
Working with sewage ^	Not applicable
Contact with cytotoxins ^	Not applicable
Exposure Prone Procedure (EPP) work ^	Not applicable
Contact with clinical specimens or pathology work ^	Not applicable
Direct patient care or patient contact	Occasionally <30% Time
Exposure to temperature extremes	Not applicable
Frequent hand washing	Not applicable
Ionising radiation	Occasionally <30% Time

Psychological and Social Environment

Working shifts ^	Not applicable
Working nights ^	Not applicable
Lone working	Occasionally <30% Time
Working with children	Not applicable
Exposure to persons with challenging behaviour	Not applicable
Working with larger groups	Not applicable

Equipment, Tools and Machines

Working with vibrating machinery or tools ^	Not applicable
Driving duties e.g. LGV, PCVs, forklift trucks ^	Not applicable
Food handling	Not applicable
Contact with latex	Not applicable

Physical Abilities

Prolonged physical movements or actions e.g. walking ^	Not applicable
Prolonged Standing or Sitting ^	Not applicable
Moving or handling heavy loads ^	Not applicable
Repetitive pulling or pushing ^	Not applicable

Repetitive climbing (steps, stools, ladders, stairs) ^	Not applicable
Repetitive crouching, kneeling or stooping	Not applicable
Repetitive lifting	Not applicable
Fine motor grips (e.g. pipetting)	Not applicable
Repetitive reaching below shoulder height	Not applicable
Repetitive reaching at shoulder height	Not applicable
Repetitive reaching above shoulder height	Not applicable

Behaviours

Our [Inclusion and Respectful Behaviour Policy](#) describes the expectations of everyone who is a part of our community.

Our **Southampton Behaviours** (below) outline the responsibilities we each have in working collaboratively to achieve our University strategy.

Personal Leadership

- I take personal responsibility for my own actions and an active approach towards my development.
- I reflect on my own behaviour, actively seek feedback and adapt my behaviour accordingly.
- I demonstrate pride, passion and enthusiasm for our University community.
- I demonstrate respect and build trust with an open and honest approach.

Working Together

- I work collaboratively and build productive relationships across our University and beyond.
- I actively listen to others and communicate clearly and appropriately with everyone.
- I take an inclusive approach, value the differences that people bring and encourage others to contribute and flourish.
- I proactively work through challenge and conflict, considering others' views to achieve positive and productive outcomes.

Developing Others

- I help to create an environment that engages and motivates others.
- I take time to support and enable people to be the best they can be.
- I recognise and value others' achievements, give praise and celebrate their success.
- I deliver balanced feedback to enable others to improve their contribution.

Delivering Quality

- I identify opportunities and take action to make improvements.
- I plan and prioritise efficiently and effectively, taking account of people, processes and resources.
- I am accountable for tackling issues, making difficult decisions and seeing them through to their conclusion.
- I encourage creativity and innovation in others, to deliver workable solutions.

Driving Sustainability

- I consider the impact on people before taking decisions or actions that may affect them.
- I embrace, enable and embed change effectively.
- I regularly take account of external and internal factors, assessing the need for change, and gaining support to move forward.
- I take time to understand our University strategy and communicate this to others.