



UNIVERSITY OF
LINCOLN
UNIVERSITY OF LINCOLN
JOB DESCRIPTION

JOB TITLE	Post Doctoral Research Associate (Health Workforce Research)				
DEPARTMENT	School of Health and Care Sciences				
LOCATION	Brayford, Lincoln				
JOB NUMBER	CSS681	GRADE	7	DATE	October 26
REPORTS TO	Project Principal Investigator				

CONTEXT

The School of Health and Care Sciences is an extremely successful school delivering education across a range of registered health and care professions (nursing, midwifery, pharmacy, social work, paramedics, physiotherapy, occupational therapy, speech and language therapy and diagnostic radiography) and associated subject areas. We have an extremely successful research portfolio which performed highly in REF 2021.

We have a vibrant research community with Professors who lead applied research in cross-disciplinary research groupings; their work addresses core issues in health service provision and delivery, whose focus is to enhance people's health and wellbeing and to reduce health inequalities, with focuses on primary care, public and rural health, and ageing. We work closely with the Lincoln Institute for Rural and Coastal Health (LIRCH) which is the country's first integrated and multidisciplinary research institute dedicated to rural and coastal health research. LIRCH has been awarded £10.9 million funding from Research England's Expanding Excellence in England (E3) fund and is in the process of significant expansion.

The post holder will work with colleagues in SHCS and LIRCH to deliver on a 5year NIHR funded AHP workforce project and will contribute to shaping future health and care workforce research with the aim of transforming services to improve the health and wellbeing of underserved communities.

JOB PURPOSE

The purpose of this Post-Doctoral Research Associate role is to support the delivery of Phase 2 of the NIHR-funded *Allied Health Professions Workforce Research Partnership (AHP WRaP)*, which aims to generate evidence to support a sustainable and effective AHP workforce in rural and coastal areas and deprived urban communities. Working under the direction of the Principal Investigator, the post-holder will undertake a focused programme of applied health workforce research, including literature and policy review, qualitative research, analysis and preparation of high-quality research outputs for publication. They will also contribute to the wider delivery and coordination of AHP WRaP projects, working collaboratively with academic, NHS and other stakeholder partners across the regional hubs. The post-holder will be expected to work with a significant degree of autonomy while contributing as part of the wider research team, supporting the development and dissemination of evidence that can inform workforce policy, planning and practice.

KEY RESPONSIBILITIES

Literature Surveys
Undertake literature surveys and other investigations of the state-of-the-art, and prepare reports as required.
Programme of Research
- Undertake a programme of research under the direction of the Principal Investigator, demonstrating a significant level of autonomy. - Lead in the production of high-quality research outputs, including reports, papers and other publications of national/international standing.
Project Management
- Perform project management activities, planning, scheduling, monitoring and reporting on progress of research projects. - Contribute to the production of annual reports and any other reporting requirements, as appropriate.
Liaison and Networking
- Identify and liaise with internal and external collaborators, and with colleagues in the Institute, maintaining positive and effective working relationships. - Establish an awareness of and engagement with stakeholder networks that are relevant to rural and coastal health as well as to the future evolution and success of the Institute.
Internal Research Activities
Participate in and help to organise internal research activities, including seminars, research meetings and conferences.
Continuous Professional Development
Undertake continuous professional development activities.
Grant Applications
- Contribute to the production of grant applications. - Ensure impact plans are embedded in grant applications.
Teaching Support
Engage in teaching support activities, up to a maximum of six hours per week, possibly including leading a small number of units (no more than two per annum).

- Aid in the supervision of postgraduate research students.

In addition to the above, undertake such duties as may reasonably be requested and that are commensurate with the nature and grade of the post.

ADDITIONAL INFORMATION

Scope and dimensions of the role

This is primarily a research focussed role within the School of Health and Care Sciences. The post-holder will have an opportunity to contribute to teaching on UG or PG programmes.

The post-holder will support the HSDR NIHR funded Allied Health Professions (AHP) Workforce Research Partnership: supporting a sustainable and effective AHP workforce in rural and coastal regions and in deprived urban areas.

The postholder is required to work collaboratively with colleagues at partner institutions and with a range of stakeholder groups, professional, service users and community groups.

They are expected to actively contribute to achieving the objectives aligned to securing financial sustainability for research in the school and associated research centres.

Due to the scope and geography of the project, the postholder will be expected to travel across Lincolnshire, East Anglia and South Yorkshire. Often public transport will be extremely limited and so an ability of drive in the UK is essential.

Key working relationships/networks

Internal	External
• Principal Investigators associate with the projects • School Director of Research • Head of School • Other research and academic staff within the School, associated Institute and College	• Research collaborators across England • Professional and External Bodies • Sponsors and clients • Relevant Networks • Affected rural and coastal communities • Sector related organisations.



UNIVERSITY OF
LINCOLN

UNIVERSITY OF LINCOLN PERSON SPECIFICATION

JOB TITLE	Post Doctoral Research Associate (Health Workforce Research)	JOB NUMBER	0306-24
------------------	--	-------------------	---------

Selection Criteria	Essential (E) or Desirable (D)	Where Evidenced Application (A) Interview (I) Presentation (P) References (R)
Qualifications:		
PhD or equivalent (good candidates may be accepted with a PhD pending, subject to publication record)	E	A
Extensive knowledge specific to project/area	E	A/I
Registration with HCPC and Associated Allied Health Profession Professional Body	E	A
Experience:		
Extensive experience of relevant research methods	E	A/I
Authorship of research outputs of national/international standing	E	A/I
Experience of research in the specific project area	E	A/I
Experience in NHS strategic leadership engagement	E	A/I
Experience of community and participatory research approaches		
Teaching support	D	A/I
Skills and Knowledge:		
Ability to design, conduct and project manage original research in the subject area	E	A/I
Excellent written communication, including the ability to write reports and research outputs	E	A/I
Ability to prioritise own workload and work to specified deadlines under pressure	E	A/I
Ability to communicate complex subjects orally	E	A/I
Skills specific to project/area	E	A/I
Ability to drive in the UK	E	A/I
Competencies and Personal Attributes:		
Flexible approach to workload	E	I
Ability to work on own and as part of a team	E	I
<i>Enthusiasm and commitment</i>	E	I

Essential Requirements are those, without which, a candidate would not be able to do the job. **Desirable Requirements** are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

Author	Kate Grafton	HRBA	
---------------	--------------	-------------	--