UNIVERSITY OF LEICESTER

Job Summary

Job Title: Research Associate
Grade: 7
Salary: £40,704 to £41,885 per annum, pro rata if part-time
Department: Centre for Healthcare Innovation and Policy Management, School of Business
Hours/Contract: Full time or job share, fixed-term until 30 October 2027
Job Family: Teaching and Research
Reference: 13967

Role Purpose

The postholder will be based at the Centre for Healthcare Innovation and Policy Management and supervised by Professor Gregory Maniatopoulos. They will work collaboratively and independently as part of a research team to achieve defined milestones and produce high-quality research outputs as part of the project.

We are looking for a talented and motivated individual to join the Centre for Healthcare Innovation and Policy Management to conduct a systematic review of organisational and behavioural enablers of multidisciplinary health systems leadership. Applicants are required to have demonstrated knowledge and expertise in systematic review methodology, evidence synthesis and health systems research, as well as a strong understanding of multidisciplinary working and leadership in healthcare settings. The postholder will be responsible for the design, organisation and delivery of the systematic review. The role requires a high degree of autonomy, with the expectation that the postholder will independently manage their workload, research activities and project objectives.

Main Duties and Responsibilities

Research

- To conduct a systematic review of organisational and behavioural enablers of multidisciplinary health systems leadership.
- To develop the systematic review protocol and search strategies.
- To lead the identification, screening, and selection of relevant literature.
- To lead the collection, analysis, and interpretation of research data.
- To critically appraise and synthesise evidence from the identified literature.
- To lead the preparation of research reports, academic papers, and other research outputs.
- To work collaboratively and independently as part of a multidisciplinary research team.
- To work closely with the project supervisor and other members of the research team to achieve defined milestones and project objectives.
- To manage research activities and workload effectively, ensuring that project deliverables are completed within agreed timescales.
- To lead on presenting the findings of the systematic review at regional and national dissemination events.

- To contribute to the development of future research and funding opportunities related to health systems leadership.

Professional Development

- Duties and opportunities to engage in work that support your own professional development.

Impact and Knowledge Exchange

- To disseminate and share expertise through communication and public engagement activities.
- To represent the work of the University in the specific field locally and nationally in appropriate networks and/or in public activities.
- To contribute to research impact

Leadership and Citizenship

- To provide guidance to other team members both research staff and students
- To pro-actively build networks and collaborations.
- To provide mentoring and coaching to Early Career Researchers and research students.

Internal and External Relationships

- Regular meetings with members of the research group.
- Meeting members of the department for critical discussion of the research and exchange of new ideas and approaches that might benefit the research.
- Establish/maintain collaborations with other researchers at the University of Leicester, nationally and internationally.
- Liaison with external collaborators.
- Disseminate results at national and international conferences.

Planning and Organising

- Prioritise tasks within agreed work schedules;
- Plan for specific aspects of research incorporating issues such as deadlines, project milestones and overall research aims;
- Adapt daily and weekly plans to accommodate new developments and be flexible to the changing priorities of the research project;
- Plan, organise and submit grant applications for further and supplementary funding.

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Qualifications, Knowledge and Experience

Essential

- PhD Awarded in health services research, sociology, health psychology, or a related discipline*
- Significant experience of conducting systematic reviews and evidence synthesis*
- Demonstrated knowledge of systematic review methodology, including developing protocols, search strategies, screening, data extraction, quality appraisal, and evidence synthesis*
- Experience of qualitative and quantitative data analysis*
- Experience of managing research projects and working independently to meet agreed deadlines and milestones*
- Experience of leading the preparation and write-up of applied health and care research for publication in high-quality peer-reviewed journals*
- Experience of presenting research findings at academic, professional, regional, or national events*
- Excellent written and verbal communication skills, with the ability to communicate complex research findings to academic and non-academic audiences*
- Ability to work collaboratively as part of a multidisciplinary research team while demonstrating a high degree of autonomy*
- Good organisational and project management skills, including the ability to prioritise workload and manage competing demands*
- Knowledge and understanding of health systems, healthcare organisations, or systems leadership*

Skills, Abilities and Competencies

Essential

- Strong analytical and critical appraisal skills, with the ability to synthesise complex evidence from a range of sources*
- Ability to apply systematic review and evidence synthesis methods rigorously and independently*
- Strong qualitative and quantitative data analysis skills*
- Excellent communication skills – written and verbal evidenced by the ability to communicate
- research findings clearly to academic, professional, and non-academic audiences*
- Ability to work independently, manage competing priorities, and deliver research activities within agreed timescales*
- Strong organisational and project management skills, including the ability to plan and monitor research activities against agreed milestones*

Athena Swan Silver Award
Race Equality Charter Bronze Award
disability confident LEADER
LGBT+ 2020 - 2021 AWARDEE ORGANISATION
Stonewall DIVERSITY CHAMPIONS

- Evidence and commitment to Continuous Professional Development (CPD) for yourself, and encourage commitment to learn and develop in others
- Collegiate member of a research team

Desirable

- Knowledge of health systems leadership, multidisciplinary working, or organisational and behavioural approaches to healthcare
- Experience of using systematic review and reference management software
- Experience of working with healthcare professionals, policymakers, or other relevant stakeholders.
- Knowledge of research governance, ethics, and good research practice.
- Evidence of developing research outputs that have contributed to policy or practice.
- Track record of publication of high-quality journal papers rated at 4* (or equivalent)

**Criteria to be used in shortlisting candidates for interview*

Reason for Fixed Term Contract

The reason for the fixed term contract is stated in section 1.9 in the summary of contractual terms in your contract of employment.

Criminal Declaration

If you become an employee, you must inform your manager immediately, in writing, if you are the subject of any current or future police investigations/legal proceedings, which could result in a criminal offence, conviction, caution, bind-over or charges, or warnings.

Supporting University Activities

As a University of Leicester citizen, you are encouraged to support key university activities such as clearing, graduation ceremonies, student registration and recruitment open days. We encourage all staff as citizens to work flexibly across the University if required. If supporting these activities is likely to affect your workload, please speak to your line manager in the first instance

University Values

Inclusive - We are diverse in our makeup and united in ambition. Our diversity is our strength and makes our community stronger.

Inspiring - We are passionate about inspiring individuals to succeed and realise their ambitions. We challenge our community to think differently, to get involved, and to constantly embrace new ideas.

Impactful - As Citizens of Change we will generate new ideas which deliver impact and empower our community

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Job Summary

Freedom of Speech
The University is committed to upholding freedom of speech and academic freedom within the law throughout our recruitment processes. We ensure that all candidates are considered based on merit and suitability for the role, without regard to their lawful viewpoints or the expression of challenging or controversial ideas. Our recruitment policies and practices are designed to protect applicants from discrimination or adverse treatment on the basis of their opinions, and to foster an environment where open debate and diverse perspectives are valued as essential to our academic mission.
Equity and Diversity
We believe that equity, diversity and inclusion is integral to a successful modern workplace. By developing and implementing policies and systems that challenge stereotypes across all aspects of our work, we have a culture that recognises and values the diverse contributions of our staff which benefits everyone. Our strong values of inclusivity and equality support our efforts to attract a diverse range of high quality staff and students, and identify our University as a progressive and innovative workplace that mainstreams equality, diversity and inclusion.