



Job Title: Research Associate

Grade: 7

Salary: £38,205 to £44,263 per annum (pro rata if part-time)

Department: Leicester Medical School, Stoneygate Centre for Empathic Healthcare

Hours/Contract: Full-time, (37.5 hours per week) or job share considered, fixed term contract until 31 May 2027

Job Family: Teaching and Research

Reference: 10454

Role Purpose

This new role will be critical to the success of the Stoneygate Centre for Empathic Healthcare. The Centre is a small, dynamic, and highly productive and impactful team that is directed by Professor Jeremy Howick and embedded within the Leicester Medical School (led by Professor Simon Gay). The Centre staff is expanding to include additional researchers and clinical educators.

The post holder will disseminate and obtain funding for high quality research in the field of medical education with a particular focus on empathic healthcare and as part of an established research programme. They will collaborate with others to produce innovative research with a major influence on the discipline, in line with the Centre's objectives outlined in the Guiding Principles agreed with the funder, and in contribution to the University's REF return.

High levels of self-motivation and a significant degree of autonomy will be required and there is an expectation to work independently as part of a research team. The post holder will be experienced in research, which is reflected by a growing reputation in their field of research.

Resources Managed

The post holder will contribute to leading more junior researchers, which may include PhD, MD, MSc, and junior postdoctoral fellows.

Main Duties and Responsibilities

Research

- The post holder will be expected to maintain and further develop a programme of high quality and competitive research capable of securing substantial external funding, principally focused in the area of empathic healthcare training and delivery.
- To undertake a specific role in a research project or projects, taking responsibility for some element(s) of the planned research, agreed with the Centre Director
- To lead in the collection, evaluation and interpretation of the research data in experimental design and performance, and work autonomously to attain project milestones.
- To contribute to the development of the choice of techniques, critiques, approaches, models and methods





- To contribute to the overall research programme using innovative research models, novel approaches and techniques in at least one of the following quantitative methods: systematic reviews; cohort studies; curriculum development and evaluation.
- In agreement with the Centre Director, liaise with project collaborators to progress the research
- To lead in writing up research findings for dissemination amongst the research team and broader international community, and develop ideas and contributions for future grants, technical outputs.
- To represent the research group by disseminating results/findings at national and international conferences and broader community.
- To contribute to research outputs as a co-author to journal articles, technical papers, monograph, book chapter.
- To develop and carry out a plan to extend an area of personal research, or contribute as a team member to the development of a broader programme, this may include contributing to the writing of research bids/grants.
- With the support of colleagues, identify opportunities to apply for fellowships and/or further project grants
- To provide guidance to other staff and students (involved in the research programme)
- To actively seek opportunities to carry out multi-disciplinary research with other research groups at the University or stakeholders external to the University, with the approval of the Centre Director or PI.

Professional Development

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

Impact and Knowledge Exchange

- Network and contribute to the maintaining and furthering of the wider research programme and research area
- To contribute to industry collaborations
- To consult effectively on own specialism directly with people external to the University
- To engage positively and pro-actively in research impact

Leadership and Citizenship

- Guidance to other team members both research staff and students
- Pro-actively build networks and collaborations.
- Providing mentoring and coaching to Early Career Researchers and research students.





Internal and External Relationships

Regular meetings with members of the programme 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

Liaison with external collaborators

Planning and Organising

You will be required to effectively manage your time to plan your research activity and to deliver on the priorities of the project:

- 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;

Qualifications, Knowledge and Experience

Essential

- PhD or equivalent in appropriate discipline or the equivalent professional qualification and experience *
- Experience of developing and devising models, theories, techniques and methods including systematic reviews*
- Proven track record of delivering research on time
- Evidence of a contribution to peer-reviewed journal papers or equivalent
- Evidence of proven analytical problem-solving capability *
- Expertise in relevant approaches/models and analytical techniques and ability to develop new ones where required.

Desirable

- Experience of project management of a research programme where relevant*
- Experience of PhD supervision and/or playing an active role in supporting postgraduate research students
- Track record of empathy research or a closely related specialism, such as compassion or communication research
- Experience with component network meta-analysis, or intervention component analysis (or willingness to learn these and evidence of capacity to do so)

Skills, Abilities and Competencies

Essential

- Proven analytical/technical problem-solving capability*





- Willingness and ability to work with internal and external stakeholders*
- Ability to contribute successfully to securing research funding
- Evidence of continued development of subject expertise*
- Excellent communication skills – written and verbal evidenced by the ability to communicate complex information *
- Evidence of working effectively as part of a team and the ability to work independently *
- Working towards independence and ability to be involved in collaborative research
- 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

- Budget management skills

****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 expected to support key university activities such as clearing, graduation ceremonies, student registration and recruitment open days. We expect all staff as citizens to work flexibly across the University if required.

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

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 equity 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 equity, diversity and inclusion.

