



Job Title: Research Associate in Implementation Science

Grade: 7

Salary: £39,355 to £45,413 per annum, pro rata if part-time

Department: School of Healthcare, College of Life Sciences

Hours/Contract: Full-time, part-time (minimum 0.6FTE, 22.5 hours per week) or job share considered, fixed term contract for 12 months

Job Family: Teaching and Research

Reference: 11412

Background to the role

We have an exciting opportunity for a Research Assistant (grade 6) or Research Associate (grade 7) to join the Health Behaviour and Implementation Science Research Group to work on the 64-month NIHR-funded IMAB-Qi Programme Grant for Applied Research. The funding is to help address the problem of one in two people not adhering to their prescribed medicine regime:

"Improving adherence may well result in better health outcomes than making available new technologies." World Health Organisation 2003

Medication non-adherence leads to suboptimal treatment of health conditions and adverse outcomes including morbidity and mortality. The Identification of Medication Adherence Barriers Questionnaire (IMAB-Q) is a behavioural-science underpinned questionnaire ([available here](#)) developed by Professor Debi Bhattacharya which has been validated to accurately diagnose a person's barriers to taking their medicines as prescribed (medication adherence)(1). The IMAB-Q facilitates primary care healthcare professionals such as GPs, pharmacists and nurses, to work with patients to identify the patient's main barriers to taking their medicines as prescribed. Each barrier to medication adherence identified by the IMAB-Q is linked to 2-3 theory and evidence-based Behaviour Change Techniques from which a healthcare professional and their patient can select according to what is a best fit for them. The IMAB-Q combined with the Behaviour Change Techniques is the 'IMAB-Q intervention' or 'IMAB-Qi'.

We have secured NIHR Programme Grant for Applied Research funding (2024-2029) to implement and evaluate the effectiveness and cost-effectiveness of the IMAB-Qi delivered routinely in existing primary care medication reviews. The research programme is led by Professor Debi Bhattacharya and Dr Sion Scott at the University of Leicester and hosted by NHS Norfolk and Waveney Integrated Care Board. Collaborating organisations are Ashford and St. Peter's Hospitals NHS Foundation Trust and the Universities of York, East Anglia, Nottingham and Oxford. You can find out more about the IMAB-Qi research programme and the team at www.IMAB-Qi.org.

Role Purpose

Supported by the chief investigators and working closely with the [wider IMAB-Qi team](#), the post holder will use qualitative and novel user testing methodology to lead co-designing an implementation intervention to facilitate general practices to routinely deliver the IMAB-Qi within medication reviews. Experience of using the Consolidated Framework for Implementation Research (CFIR)(2) or other implementation science frameworks is desirable but not essential as training will be provided.

You will drive design and conduct of the following research activities to facilitate completion to the required standard and timelines:

- User testing the IMAB-Qi with healthcare professionals and professional patient actors in general practices





- Focus groups with healthcare professionals involved in the user testing to diagnose the barriers and enablers to routinely delivering the IMAB-Qi within medication reviews
- Co-design workshops with healthcare professionals and other primary care key stakeholders to design an IMAB-Qi implementation intervention

This is a 12-month fixed term position; however further IMAB-Qi research posts will be available from 2026 which will focus on the feasibility study and definitive trial running to December 2029. We anticipate that the successful candidate for the current role may wish to apply for one or more of these future posts to remain on the study for longer than the initial 12 months advertised.

The IMAB-Qi research team operates a flexible-hybrid working model and everyone is supported to contribute effectively to ensuring that milestones are delivered in a timely manner. There is an expectation that you meet with the University of Leicester research team in person approximately once per month.

We anticipate undertaking interviews via Microsoft Teams on Thursday 03/04/2025.

References

1. Bhattacharya D, Brown TJ, Clark AB, Dima AL, Easthall C, Taylor N, Li Z. Validation of the Identification of Medication Adherence Barriers Questionnaire (IMAB-Q); a Behavioural Science-Underpinned Tool for Identifying Non-Adherence and Diagnosing an Individual’s Barriers to Adherence. Patient preference and adherence. 2023 Dec 31:2991-3000.
2. Breimaier HE, Heckemann B, Halfens RJ, Lohrmann C. The Consolidated Framework for Implementation Research (CFIR): a useful theoretical framework for guiding and evaluating a guideline implementation process in a hospital-based nursing practice. BMC nursing. 2015 Dec;14:1-9.

Main Duties and Responsibilities

Research

Working with the IMAB-Qi Team, the successful candidate will:

Design and execute the activities required to establish the barriers and enablers of clinicians using IMAB-Qi in routine practice. This will include:

- Securing necessary approvals to test IMAB-Qi in four GP practices
- Working with NHS and other organisations to prepare the IMAB-Qi for testing
- Recruiting general practice staff and patients
- Working with patients to develop scenarios for IMAB-Qi testing
- Working with the IMAB-Qi administrator to plan and convene the testing sessions
- Convening focus groups with general practice staff who have tested the IMAB-Qi and analysing the resulting data





Develop the IMAB-Qi implementation package by:

- Drawing on evidence and theory to design the strategy for collecting and analysing data from co-design workshops
- Developing the content of co-design workshops to facilitate participants to generate the required data to develop the implementation package
- Planning and executing recruitment of relevant stakeholders to co-design workshops
- Convening co-design workshops and analysing the resulting data
- Working with organisations such as healthcare record software providers and videographers to prepare the implementation package

Support management of the IMAB-Qi research programme by:

- Reporting activity to the IMAB-Qi chief investigators
- Proactively planning and preparing reports for the funder and other key stakeholders
- Facilitating Patient and Public Involvement (PPI) members to make a meaningful contribution

Occasionally travel to participants/research sites in order to undertake the above activities.

Professional Development

- Proactively identify and engage with duties and opportunities that support your own professional development.

Impact and Knowledge Exchange

Plan and execute a dissemination strategy by:

- Working with the IMAB-Qi administrator and dissemination coordinator to develop IMAB-Qi website and social media content
- Contributing to research outputs as co-author to journal articles for publication in leading international journals
- Remote and in-person participation in national and international workshops and conferences to support the dissemination of research findings

Leadership and Citizenship

- Proactively identify and develop strategies to further enrich the research culture within the Health Behaviour and Implementation Science Research Group and wider School of Healthcare including attending and contributing to regular meetings of these groups
- Identify new research questions and opportunities to apply for additional funding aligning with the research programme
- Pro-actively build networks and collaborations
- Provide mentoring and coaching to Early Career Researchers and research students.





Internal and External Relationships

Internal

Daily – IMAB-Qi chief investigators, programme manager, administrator and PhD student to facilitate managing the research programme
Regular – Wider School of Healthcare colleagues, University of Leicester Research and Enterprise Division colleagues

External

Daily – Wider IMAB-Qi team
Regular – Members of the IMAB-Qi Programme Management Group and Trial Steering Committee, professional bodies, staff at participating general practices and research participants

Planning and Organising

With guidance from the chief investigators, plan own work and prioritise activities on a regular basis, including co-ordinating resources and maintaining data and equipment.
The post-holder will be required to effectively manage their time to deliver on the priorities of the research programme with the support of their line manager.

Qualifications, Knowledge and Experience

Essential

- First degree in a subject relevant to health services research
- PhD in relevant subject area e.g. implementation science or medication adherence research*
- Significant research experience in undertaking interviews or focus groups and analysing qualitative data*
- Significant experience in using software that supports qualitative analysis, such as NVivo
- Proficient in Microsoft Office, including Word and Excel spreadsheets and Microsoft Forms
- Experience of managing research projects*

Desirable

- Experience of working in a healthcare setting or an applied health research setting*
- Experience of applying behavioural and/or implementation science to design and/or evaluate interventions*
- Experience of conducting medication reviews in primary care
- Working knowledge of relevant research systems e.g. NHS ethical and governance approval systems*

Skills, Abilities and Competencies

Essential

- Ability to demonstrate research potential and enthusiasm for the subject area and contribute to delivering high quality research





- Excellent analytical and problem-solving skills
- Team player, supporting broader research group
- Excellent attention to detail*
- Excellent written, visual and verbal communication skills
- Ability to prioritise tasks within agreed work schedules
- Commitment to continuous professional development (CPD)
- Willingness to participate in workshops and conferences to support the dissemination of results and findings

Desirable

- Evidence of significant contribution to research manuscripts e.g. first or corresponding author

****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.

