

Job Title: I-REACCH Empathy Research Associate

Grade: 7

Salary: £38,205 to £44,263 per annum

Department: Leicester Medical School

Hours/Contract: Full-time, fixed term contract to 30 April 2026

Reference: 9865

Role Purpose

To work collaboratively with the I-REACCH team, Stoneygate Centre for Empathic healthcare, our Mirror* team and an Equality, Diversity and Inclusion (EDI) consultancy to develop an empathic leadership toolkit for Higher Education (HE). To conduct research on the barriers and facilitators to empathy in a diverse environment. To determine the optimal way to evaluate the toolkit using mixed methods and execute data collection to enable comprehensive process evaluation using interactive workshops, interviews, focus groups, surveys etc). Lead dissemination of outputs using established methods and innovative approaches to support integration of new knowledge into ways of working at the University of Leicester (UoL). Collaboratively write up the empathy toolkit project and reports and contribute to the development of reports as part of the I-REACCH Project (Wellcome Trust-funded).

Main Duties and Responsibilities

- To undertake a lead role in development of the I-REACCH empathic research culture toolkit (liaising with an EDI consultant and the Stoneygate Centre for Empathic Healthcare) using a range of methods including a review of existing literature and focus groups with a range of stakeholders.
- To lead the testing of the I-REACCH empathic research culture toolkit in a group of 6-8 research teams, identifying the teams and supporting them in the implementation of the toolkit in a real-world setting (across each of the three Colleges at UoL; College of Life Sciences, College of Science and Engineering and College of Social Science, Arts and Humanities).
- Undertake a range of process evaluation measures to elicit, for example, how the toolkit activities were implemented, whether target audiences were reached and how external factors influenced implementation of the toolkit. In addition collaboration with the WP5 evaluation RA support data collection to evaluate the toolkit.
- To contribute to the overall interdisciplinary research programme I-REACCH by applying innovative approaches to develop and evaluate an inclusive research culture
- In collaboration with the Stoneygate Centre for Empathic Healthcare, to conduct research exploring how different cultures and ethnicities express, interpret, and benefit from empathy.
- In agreement with the line manager and supervisors, liaise with the project team and collaborators to progress the research
- To lead in writing up research findings for dissemination amongst the research team.
- To represent the research group by disseminating findings at national conferences and to the broader community.
- To feed back to the project team on progress, to make recommendations for next steps and to plan and manage own project activity and resolve problems, if required, and in collaboration with the team.
- To undertake such other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.



- With the support of colleagues, identify opportunities to apply for fellowships and/or further project grants.

Internal and External Relationships

The RA will work with the project team to develop the research culture toolkit, implement it and undertake some components of process evaluation. They will regularly report to the wider I-REACCH project team with regular briefings, updates and reports.

The RA will liaise with our EDI consultant, the Stoneygate Centre for Empathy in Healthcare and with all PI/Co-Is/ for additional training and advisory input.

Day to day meetings with project members for critical discussion of the research and exchange of new ideas and approaches that might benefit the project.

Liaison with external collaborators including advisory group members

Key Contacts: Professor Kate Williams and Dr Anvesha Singh (line managers)
Professor Jeremy Howick, Director of the Stoneygate Centre for empathy in healthcare

Planning and Organising

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

- Regular meetings (both virtual and face to face) with members of the research team
- Prioritisation of tasks within agreed work schedules;
- Critical discussion of activities and research and exchange of new ideas that will benefit the project
- Plan up to 4 months ahead for specific aspects of the study, adhering closely to deadlines, project milestones and the overall aims of the project;
- Being adaptable with daily and weekly plans to accommodate for new developments and innovation and being flexible when faced with changing priorities of the research project;

The RA will work with the project team to co-develop a plan of work each week for the delivery of main duties and responsibilities.

Qualifications, Knowledge and Experience

Essential

- PhD or equivalent in appropriate discipline or the equivalent experience (already awarded or thesis completed)*
- Evidence of a contribution to peer-reviewed journal papers *
- Evidence of experience in mixed methods research*
- Knowledge of inclusive research culture*
- Expertise in relevant approaches to process evaluation*

Desirable

- Evidence of experience in evidence synthesis (systematic reviews or meta-analysis) research
- Evidence of experience in conducting surveys
- Evidence of experience in conducting qualitative interviews

Skills, Abilities and Competencies

Essential

- Excellent communication skills – written and verbal evidence by the ability to communicate complex information
- Willingness and ability to work with internal and external stakeholders
- Good skills in mixed methods research
- Evidence of working effectively as part of a team and the ability to work independently
- Effective planning and organisational skills
- To demonstrate enthusiasm and interest in research culture
- Ability to supervise junior staff
- Ability to demonstrate behaviours that are in accordance with the University values of inclusive, inspiring and impactful.

**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 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.