



Job Title: Research Associate
Grade: 7
Salary: £38,205 to £40,521 per annum
Hours/Contract: Full-time, fixed term contract from 1st December 2024 to 30th April 2026
Department: Population Health Sciences
Job Family: Teaching and Research
Reference: 10645

Role Purpose

The SCALE-ENDO (Study of Communication and Adaptive capacity using in-situ Learning Environments based on real-life risks in ENDOScopy) project is a two-phase research initiative, funded by the Medical Protection Society (MPS) Foundation. This project aims to study and enhance safety in gastrointestinal endoscopy. This is a two-phase project. Phase 1 involves a mixed-methods analysis of nationally reported endoscopy incidents and near-misses to identify key safety themes. Phase 2 builds on these findings to explore team interactions and adaptive capacity through innovative, multi-professional in-situ simulations in endoscopy settings.

The Research Associate will work collaboratively and independently as part of the research team in Phase 2 of the SCALE-ENDO project. Their role is crucial in capturing, analyzing, and interpreting rich qualitative data from the in-situ simulations to generate insights into how endoscopy teams communicate, adapt, and maintain safety in various scenarios.

The post-holder will work closely with the project leads and co-investigators to collect and analyze data using innovative qualitative methods, and contribute to the development of a framework for learning from safety incidents in endoscopy settings.

This role requires expertise in qualitative research methods, particularly in video-based analysis and interview techniques. The Research Associate will be responsible for coordinating with healthcare professionals, managing ethical approvals, conducting data collection and analysis, and contributing to the dissemination of research findings through publications, presentations, and stakeholder engagement activities.

This role offers a unique opportunity to apply advanced qualitative research skills to a cutting-edge project in patient safety and team performance in healthcare. The Research Associate's work will be instrumental in generating novel insights into team dynamics, communication, and adaptive capacity in endoscopy settings, with potential applications to other healthcare contexts.





Main Duties and Responsibilities

Research

- To lead in the collection, evaluation and interpretation of research data, including:
 - Managing data collection activities such as in-situ simulations, reflexive semi-structured interviews, and gathering contextual information.
 - Organizing and securely storing all collected data.
 - Employing multi-qualitative approaches for data analysis, including reflexive thematic analysis, discourse analysis of video recordings.
- To contribute to the overall research programme by developing a framework for utilizing in-situ multi-professional simulation to learn from real-life safety incidents in gastrointestinal endoscopy.
- In agreement with the line manager, liaise with project collaborators to progress the research, including communication with participants and coordinating data collection activities.
- To lead in writing up research findings for dissemination, including preparing high-quality academic publications as lead or co-author and developing presentations for conferences and stakeholder meetings.
- To represent the research group by disseminating results at national and international conferences and to the broader community.
- To contribute to research outputs as a first or co-author to journal articles and other publications.
- To develop and carry out a plan to extend the research area, including contributing to future grant applications building on the SCALE-ENDO project findings.
- 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, including managing transcriptionists and supporting data analysis processes.
- To actively engage with patient and public involvement (PPI) groups to ensure research relevance and impact.





Professional Development

- Engage in work that supports personal professional development, taking advantage of opportunities provided within the project and department.

Impact and Knowledge Exchange

- Network and contribute to maintaining and furthering the wider research area of patient safety in endoscopy.
- Contribute to collaborations where appropriate, including the industry and endoscopy centres.
- Consult effectively on own specialism directly with people external to the University, including healthcare professionals and policymakers.
- Engage positively and pro-actively in research impact, including creating accessible summaries of research findings for various audiences.

Leadership and Citizenship

- Provide guidance to other team members, both research staff and students.
- Pro-actively build networks and collaborations within the field of patient safety and endoscopy.
- Provide mentoring and coaching to Early Career Researchers and research students involved in the SCALE-ENDO project.

Teaching

Participate in the department teaching to relevant undergraduate (such as the MBChB) and postgraduate programmes (such as MRes and MSc Quality and Safety in Healthcare).

Internal and External Relationships

- The post-holder will be line-managed by Dr Mohammad Farhad Peerally and Dr Michelle O'Reilly and will work closely with co-investigators and other researchers on the project.
- The post-holder will engage with healthcare partners participating in the SCALE-ENDO project and healthcare collaborators advising on the project.
- The post-holder will attend meetings and conferences where appropriate to enhance the profile of the study and the group.

Planning and Organising

The post holder will be required to effectively manage their time to plan their 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 projects and the wider theme.

Qualifications, Knowledge and Experience

Essential

- PhD, or in the process of submitting a PhD, in a relevant social or health science discipline*
- Experience of, and expertise in, research project management*
- Significant experience of qualitative methods*
- Experience of contribution to peer-reviewed journal papers or equivalent e.g. technical report
- Experience of qualitative data analysis using software such as NVivo*
- Evidence of proven analytical problem-solving capability *
- Experience of recruiting research sites and individuals for multiple projects*
- Experience of obtaining NHS ethical and research approvals. *

Desirable

- Experience of conducting participatory and/ or co-produced qualitative research
- Experience of collaborative research working and stakeholder engagement in research.
- Experience of planning and conducting patient and public involvement in research.
- Experience of obtaining external research grant funding
- Experience of using thematic analysis and discourse analysis on qualitative data.
- Experience of applying a Jefferson approach to transcripts of data.
- Knowledge of patient safety research theory and methods.

Skills, Abilities and Competencies

Essential

- High level skills in the analysis and presentation of qualitative data
- Willingness and ability to work with internal and external stakeholders*
- 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

- Evidence and commitment to Continuous Professional Development (CPD) for yourself, and encourage commitment to learn and develop in others
- Budget management skills
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****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.

