

**Job Title:** Research Associate  
**Salary:** £39,906 to £ 46,049 per annum, pro rata if part-time  
**Grade:** 7  
**Department:** Leicester Medical School (Stoneygate Centre for Empathic Healthcare)  
**Hours/Contract:** Full-time or job share, fixed-term contract for 15 months  
**Job Family:** Teaching and Research  
**Job Reference:** 12374

## Role Purpose

As Research Associate, you will contribute to our NIHR-funded realist review, led by Professor Jeremy Howick, exploring the effective expression of empathy in digital healthcare consultations.

The successful applicant will manage their own academic research, get involved in project management and coordinate multiple aspects of work. With the project team, you will execute a realist review (with methodological training and support if needed), which includes developing and refining a programme theory; search strategies; accessing, selecting and reviewing research papers and other documents; managing databases; analysing and synthesising data and refining theories as appropriate.

## About the Stoneygate Centre for Empathic Healthcare

The Stoneygate Centre for Empathic Healthcare is a small, dynamic, and impactful team that is directed by Professor Jeremy Howick and embedded within the Leicester Medical School. The Centre is improving patients' lives by pioneering a new approach to medical education and training that places empathy at the heart of healthcare. Our goal is to equip the NHS with empathic, compassionate, and resilient healthcare practitioners. Our research and partnerships will support the practice and structure of empathic healthcare in the UK and beyond. Find out more: [le.ac.uk/empathy](http://le.ac.uk/empathy)

## Main Duties and Responsibilities

### Research

- To undertake a realist review, alongside the study team, including developing and refining a programme theory; search strategies; accessing, selecting, and reviewing research papers and other documents; managing databases; analysing and synthesising data and refining theories as appropriate.
- To lead in the collection, evaluation and interpretation of the research data.
- To contribute to the overall research programme using innovative research models, novel approaches and techniques.
- In agreement with the line manager, 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, and/or 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).

### Professional Development

- Maintain a broad knowledge of up-to-date research and scholarship in relevant fields.
- Identify and undertake appropriate training and personal development activities to relevant develop research skills.
- Engage in work and opportunities that support your own professional development, including for example through participation in relevant staff development programmes.
- Develop an external profile and reputation in own field of research.

### Impact and Knowledge Exchange

- Disseminate and share expertise through communication and patient public engagement activities.
- Represent the research team at external meetings and workshops so as to improve the reputation of the group and that of the role holder.
- Contribute to innovation and impact within the Stoneygate Centre for Empathic Healthcare, to increase external profile as a leader in empathic healthcare research.
- 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

- Design and develop the work-plan required to meet deadlines related to the principal responsibilities above, including planning and prioritising personal work load several months ahead.
- 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.
- Contribute to the overall department by attending meetings and seminar as appropriate.

### Internal and External Relationships

- Regular meetings with members of the research team, including a content expert





group.

- Meeting members of the research team 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. \*
- Evidence of a contribution to peer-reviewed journal papers or equivalent. \*
- Evidence of proven analytical problem-solving capability. \*
- Excellent communication skills – written and verbal. \*
- Evidence of ability to prioritise tasks within agreed work schedules. \*
- Proficient in Microsoft Office or equivalent software, including word processing, spreadsheets, and presentations. \*
- Ability to demonstrate research potential and enthusiasm for the subject area. \*
- Expertise in relevant approaches/models and analytical techniques and ability to develop new ones where required. \*
- Experience with realist reviews, preferably as lead author of a published realist review. \*

### Desirable

- Experience in, or practical knowledge of, conducting realist research.
- Experience in preparing/submitting successful grant funding applications.

## Skills, Abilities and Competencies

### Essential

- 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. \*

## Desirable

- Ability to work with senior staff, and to negotiate and influence where required.
- Evidence and commitment to Continuous Professional Development (CPD) for yourself, and encourage commitment to learn and develop in others.

## *\*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.

### 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

### 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.

