



Research Role Profile

Job Title:	Research Fellow A in Palliative Care
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Responsible to:	Head of research group, or principal investigator
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Responsible for:	Not applicable
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Job Summary and Purpose:
To undertake research in accordance with the specified research project(s) under the supervision of the principal investigator.

Main Responsibilities/Activities
<p>To undertake a range of research activities within a specified research area, assuming responsibility for specific areas of projects and making use of new research techniques and methods, in consultation with the research award holder or supervisor. This may include fieldwork, interviews, laboratory experimentation, critical evaluation and interpretation, computer-based data analysis and evaluation or library research.</p> <p>Using initiative and creativity to identify areas for research develop new research methods and extend the research portfolio. Analysing and interpreting results of own research. Write up results and prepare papers for submission to appropriate journals and conferences, and other outputs as required and/or appropriate. Attend appropriate conferences for the purpose of disseminating research results of personal development. The post holder may also contribute to writing bids for research grants and will contribute to collaborative decision making with colleagues in areas of research.</p> <p>Continually to update knowledge and develop skills, and translate knowledge of advances in the area into research activity.</p> <p>To plan and manage own research activity in collaboration with others. To carry out administrative tasks associated with specified research funding, for example risk assessment of research activities, organisation of project meetings and documentation. Implementation of procedures required to ensure accurate and timely formal reporting and financial control.</p> <p>To contribute to teaching in the Faculty by carrying out student supervision and/or demonstrating within the post holder's area of expertise and under the direct guidance of a member of departmental academic staff, as appropriate.</p> <p>The post holder may occasionally be required to supervise more junior research staff.</p>



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Person Specification

The post holder must have:

A doctoral degree in a relevant discipline (although individuals who have almost completed a doctoral degree may be appointed). Consideration may also be given to individuals who do not hold a doctoral degree but have required skills based on a number of years experience in specified / relevant fields

The post holder will have authority over some aspects of project work and must be capable of providing academic judgement, offering original and creative thoughts and be able to interpret and analyse results.

Relationships and Contacts

Direct responsibility to the principal investigator or academic supervisor. The post holder may be asked to serve on a relevant Faculty committee. There may be additional reporting and liaison responsibilities to external funding bodies or sponsors. The post holder may work on original research tasks with colleagues in other institutions.

Special Requirements

To be available to participate in fieldwork as required by the specified research project

All staff are expected to:

- Positively support equality of opportunity and equity of treatment to colleagues and students in accordance with the University of Surrey Equal Opportunities policy.
- Help maintain a safe working environment by:
 - Attending training in Health and Safety requirements as necessary, both on appointment and as changes in duties and techniques demand
 - Following local codes of safe working practices and the University of Surrey Health and Safety Policy
- Undertake such other duties within the scope of the post as may be requested by your Manager.



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Addendum

This document provides additional information relating to both specific aspects of the post/faculty and any post specific person specification criteria. The information contained within this document should always be read in conjunction with the accompanying generic Job Purpose.

Job Title: Research Fellow in Palliative Care

Background Information/Relationships

The post holder will be appointed to the STRENGTH Study (Supporting Resilience for Unpaid Carers for Older People Experiencing Anticipatory Grief), a mixed-methods research project funded by the National Institute for Health and Care Research (NIHR) Research Programme for Social Care (Award reference: NIHR209575).

The STRENGTH Study aims to develop an evidence-informed, context-sensitive logic model to support unpaid adult carers of older people (aged 65 or over) with complex health conditions, specifically those experiencing anticipatory grief, i.e. the distress associated with the expected loss of a loved one. The study comprises three integrated work packages: an integrative literature review (WP1); a national mixed-mode survey and in-depth qualitative interviews with unpaid carers in England (WP2); and triangulation of findings through stakeholder consultation and logic model development (WP3).

The post holder will be directly supervised by the two project leads: Dr Richard Green and Dr Sarah Combes. They will also work closely with a wider interdisciplinary team that includes expertise in frailty and older people's care, PPIE and community engagement, anticipatory grief and bereavement, design research, and inclusion. The post holder will benefit from structured mentorship, regular supervision, and active support to develop their own research profile.

Person Specification

This section describes the sum total of knowledge, experience & competence required by the post holder that is necessary for standard acceptable performance in carrying out this role. This is in addition to the criteria contained within the accompanying generic Job Purpose.

Qualifications and Professional Memberships	Essential/ Desirable
A postgraduate research degree (or equivalent experience) in a relevant discipline such as health or social care, nursing, social sciences, psychology, public health, gerontology, or a related field. Or to have submitted a doctoral thesis in a relevant discipline and be awaiting viva or outcome	E
Experience of qualitative research in health or social care settings, including designing and delivering interviews or focus groups and analysing qualitative data	E
Familiarity with qualitative analysis software (e.g. NVivo, Atlas.ti, or similar)	E



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Quantitative literacy, including experience of managing survey data and conducting basic descriptive analyses using software such as SPSS, Stata, or R	E
Experience of conducting a literature review using a systematic or structured approach (e.g. integrative review, systematic review, or scoping review), including database searching, screening, and synthesis of findings	E
Strong written and verbal communication skills, including the ability to explain complex or sensitive topics clearly to different audiences	E
Experience of applying for research ethics and familiarity with the importance of safeguarding and confidentiality	E
Excellent organisational skills, including the ability to manage own workload, contribute to project milestones, and maintain accurate records	E
Experience of, or demonstrable commitment to, equity, diversity, and inclusion in research; and/or experience of working with underrepresented or marginalised groups in health and social care	D
Experience of designing and/or delivering interviews or focus groups on sensitive or emotional topics	D
Experience of writing for different audiences; and/or experience of writing for academic research publications	D
Experience of, or familiarity with, logic model development or theory of change approaches, including the use of logic models to articulate intervention mechanisms, components, and intended outcomes	D
<p>Key Responsibilities</p> <p>This document is not designed to be a list of all tasks undertaken but an outline record of any faculty/post specific responsibilities. This should be read in conjunction with those contained within the accompanying generic Job Purpose.</p> <ol style="list-style-type: none"> 1. Support database and grey literature searches and screening for the integrative literature review (WP1); assist with data extraction, critical appraisal, and preliminary thematic synthesis. 2. Help to finalise and pilot the national mixed-mode survey; coordinate survey distribution through voluntary and carer organisations across England; manage and clean survey data; contribute to descriptive and exploratory statistical analyses (WP2A). 3. Support recruitment of unpaid carers for in-depth semi-structured interviews; conduct interviews (in person, by telephone, or online); contribute to reflexive thematic analysis using NVivo (WP2B). 	



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4. Support the triangulation of findings from the literature review, survey, and interviews to inform the development of a logic model to guide future intervention development (WP3).
5. Liaise with the PPIE lead and carer advisory group; contribute to co-design of participant-facing materials; support sense-checking of emerging findings with PPIE contributors.
6. Contribute to the preparation of academic papers, conference abstracts, and accessible lay summaries for a range of audiences including voluntary sector organisations, commissioners, and policymakers.
7. Participate in team meetings, training, and mentorship activities; adhere to University of Surrey research ethics, data protection, and lone working procedures throughout all study activities.

N.B. The above list is not exhaustive.