

Research Role Profile

Job Title:	Research Fellow on the Nurse Suicide Study
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Responsible to:	Dr Anna van der Gaag
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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
<ul style="list-style-type: none"> • 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. • 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. • Continually to update knowledge and develop skills and translate knowledge of advances in the area into research activity. • 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. • 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. • The post holder may occasionally be required to supervise more junior research staff.

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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 Role Profile.

Job Title: Research Fellow

Background Information/Relationships

We are seeking a Research Fellow to work on a project funded by Wellcome Trust, this is one study within a wider project exploring the experiences of women nurses. The successful post holder will be based in the School of Health Sciences, working with Prof Anna van der Gaag.

The Nurse Suicide Study is a groundbreaking and transformative project, we are working with nurses, for nurses, to revision the ways in which nurse distress and suicidality are articulated and understood. We will be inviting nurses from all four nations of the United Kingdom, and with diverse backgrounds, to participate in our research across five different studies.

Being subject to a workplace investigation is a known risk factor for suicidality in doctors but little is understood about the impact on nurses. This study aims to understand how the experience of a serious complaint, critical incident or Fitness to Practice (FtP) investigation impacts on the distress and suicidality of women Registered Nurses (RNs), taking account of intersectional experiences among a diverse nursing workforce. This study will consider mistakes, current workplace investigations and the FtP referral systems and make recommendations for improvements.

The post is a fixed-term post (24 months, 1 FTE) with the potential for extension during the dissemination phase of the project. The majority of work for this project could be undertaken remotely if the post holder wishes.

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 Role Profile.

	Essential/ Desirable
1. A PhD (or near completion thereof) or equivalent experience in a health-related field (including, but not limited to, health sciences, psychology, sociology).	E
2. Excellent project management skills (IT, organisational and administrative skills)	E
3. Relevant research experience in conducting in-depth interviews and managing, analysing and presenting/reporting mainly qualitative with some quantitative data (including managing survey data and conducting basic descriptive analyses)	E
4. Ability to communicate with professionals and non-professionals in a variety of roles.	E
5. Ability to work independently, as well as proven ability to work collaboratively as part of a team (including remotely).	E

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6. Excellent written and verbal communication skills	E
7. Experience of writing research reports and papers.	E
8. Flexible with excellent problem-solving skills.	E
9. Highly self-motivated and hardworking.	E
10. Experience of qualitative research in health or social care settings	E
11. Familiarity with qualitative analysis software (e.g. NVivo, Atlas.ti.)	E
12. Awareness of research ethics and safeguarding when working with potentially distressed participants	E

Key Responsibilities

This document is not designed to be a list of all tasks undertaken but an outline record of any faculty/post specific responsibilities (5 to 8 maximum). This should be read in conjunction with those contained within the accompanying generic Role Profile.

- Ensure timely completion of our project.
- Support the day-to-day running of the project.
- Undertake interviews and data analysis
- Present findings in a variety of formats, ensuring they are engaging and easy to understand.
- Liaise closely and regularly with other members of the research team, including the steering group for the project.
- Take the lead on the production of outputs for dissemination of the results of the study (final report and peer-reviewed journal publication).
- Perform any other duties associated with the project, as deemed appropriate to the role.

N.B. The above list is not exhaustive.