

Research Role Profile

Job Title:	Research Fellow (1A)
-------------------	----------------------

Responsible to:	Head of research group, or principal investigator
------------------------	---

Responsible for:	Not applicable
-------------------------	----------------

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>

Research Role Profile

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.

Research Role Profile

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

The School of Economics is seeking to appoint a Research Fellow to work on a new project funded by The Health Foundation “Retention of clinical workforce in English NHS hospitals: variations, trends and effects on patient outcomes” (<https://www.health.org.uk/funding-and-partnerships/programmes/retention-of-the-clinical-and-ambulance-workforce-in-english-nhs-hospitals>).

This project is motivated by the observation that a decade of austerity has led to negative effects on the working conditions of the NHS’s large workforce and the ‘haemorrhaging’ of some groups of permanent healthcare staff. These positions must be covered by temporary staff at higher cost or left unfilled to the detriment of patient care.

The project will use large scale micro-economic data to investigate two questions:
 What are the determinants of variations in NHS workforce retention, in both acute care and mental health hospitals?
 What are the impacts of poor workforce retention on patient’s health outcomes?

We anticipate that our results will be important for understanding the effects of lowering NHS staff turnover and for identifying policies that NHS employers and other policy makers can use to effectively improve staff turnover.

This position would be suitable for the holder of a recently-completed PhD with expertise in health and/or labour economics or applied econometrics, or a valid PhD candidate within the final year before their PhD thesis submission. The successful candidate will have considerable experience of data management and analysis using Stata (as well other econometric software, e.g. R) and an interest in using research to shape policy. Preference will be given to candidates who are knowledgeable and interested in applied causal inference. The appointment will be on a fixed term basis for 42 months, the remaining duration of the project.

The post-holder will have to work and interact with the investigators of the project, colleagues in the School of Economics and in the University, academics in other institutions, as well as healthcare managers and healthcare policy leaders. He/She will also be involved in the lively academic life of the School of Economics, with the opportunity to attend weekly research seminars and workshops in applied micro, econometrics and economic theory. There may be also opportunities to carry out teaching activities where there is a fit between the needs of the School and the interests of the successful applicant.

The post-holder will be supervised by the Principal Investigator of the grant, Dr Giuseppe Moscelli, and will also work closely with the other researchers on the project, in particular: Dr Jo Blanden (Surrey), Prof Chris Bojke (Leeds), Dr Ioannis Laliotis (City University London).

Research Role Profile

The Research Fellow will be expected to work with the PI and others in the School to contribute to high quality (3-4* REF) outputs as well as contribute to the interim and final reports, and project meetings.

The project budget includes funds to cover research expenses and to attend local and international conferences and seminars to disseminate research findings, as well as to cover training workshop expenses aimed at capacity building for the post holder.

For further information about the School of Economics and its Applied Microeconomics group see

<https://www.surrey.ac.uk/school-economics/research/applied-microeconomics-group>

For an informal discussion regarding this position, please contact Dr Giuseppe Moscelli (g.moscelli@surrey.ac.uk) or Dr Jo Blanden (j.blanden@surrey.ac.uk) via email.

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
PhD in a relevant topic area (priority will be given to Economics, Health Economics, Econometrics)	E
Ability to work independently and as part of a research team	E
Excellent English communication skills, both oral and written	E
A collaborative attitude to research, including a willingness to undertake joint research and publication with the PI and Co-Is	E
Skills in data management and analysis in Stata	E
Advanced or proficient use of the MS Office Suite (Word, Excel, PowerPoint)	E
Research interests in Applied Microeconomics, for example in the economics of health or labour economics, as well as in causal inference	E
Relevant teaching experience	D
Intermediate, advanced or proficient use of LaTeX	D
Skills in data management and analysis in other software (R, Matlab)	D

Research Role Profile

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 This should be read in conjunction with those contained within the accompanying generic Role Profile.

1. Conduct high quality research in collaboration with the other researchers in the NHS staff retention project.
2. Take a lead in data-management and ensuring that the data is held and used in accordance with the relevant data security protocols.
3. Generate research-related contributions through publication, conference presentations, professional and public engagement.
4. Contribute to generating non-academic impact from research findings.
5. Undertake administrative responsibilities regarding organisation of steering groups, website management etc.
6. Contribute to the academic life of the School of Economics.

N.B. The above list is not exhaustive.