University of Sunderland
Role Profile
Part 1

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Research and Knowledge Exchange Fellow (working in Sunderland City Council)	
Job Title:	Research Fellow in Public Health
Reference No:	
Reports to:	Dr Yitka Graham
Responsible For:	Helen McArdle Nursing and Care Research Institute
Grade:	Grade E/F
Working Hours:	37 hours per week for nominal purposes This role is also open to a job-share (18.5 hours per week)
Faculty/Service:	Faculty of Health Sciences and Wellbeing, Helen McArdle Nursing and Care Research Institute, School of Nursing and Health Sciences/ Public Health & Integrated Commissioning Sunderland City Council
Location:	City Campus/City Hall (the successful candidate will work out of Sunderland City Council and link in with the Helen McArdle Nursing and Care Research Institute)
Main Purpose of Role:	To support the development of research and knowledge exchange between Sunderland City Council (SCC) and the Helen McArdle Nursing and Care Research Institute (HMNCRI) and to build research capacity in Sunerland City Council
Key Responsibilities and Accountabilities:	**Generic to all Research Fellow Roles:** • Develop and implement a personal research plan in line with the aims of the Helen McArdle Nursing and Care Research Institute and Sunderland City Council. Where appropriate, related reach-out plan and development, often in collaboration with others, proposals for research projects and initiatives. • Carry out independent research aligned to aims of HMNCRI and SCC with a particular focus on health inequalities. • Conduct individual or collaborative research projects often as project leader. • Contribute to the development of research and knowledge exchange for both organisations and related reach-out strategies including impact. • Identify sources of funding, lead / contribute to the process of securing funds, and subsequently plan and deliver projects that are funded, often as Principal Investigator and in collaboration with others. • Extend, transform, and apply knowledge acquired from scholarship to research and appropriate external activities. • Act as an academic referee and contribute to peer assessment of research projects or publications. • Disseminate and exploit the outcomes of research and reach-out through peer-reviewed publication and through presentations at conferences or exhibit work in other appropriate events and initiate such events.

	• Maintain knowledge and understanding at the forefront of the academic discipline and, if appropriate, also at the forefront of the relevant area of professional practice.
	• Provide expert advice through subject area knowledge, understanding and know-how to public health colleagues to build research capacity in SCC.
	• Mentor colleagues with less research experience and advise on personal development
	• Supervise postgraduate research students as appropriate to the role.
	Faculty / Departmental Specific Responsibilities:
	• Carry out high quality applied research and knowledge exchange projects within agreed timelines, meeting project milestones and to an appropriate standard in line with the aims of the HMNCRI and SCC
	• Publish high quality papers (minimum 3* standard) which will contribute to REF submissions for the Institute and Faculty of Health Sciences and Wellbeing.
	• Develop research impact with particular attention to reach and significance to make a positive and evidenced contribution to policy and practice.
	• Ensure that research activity and any data collection is consistent with current research governance instructions and Data Protection legislation.
	• Contribute to the domains as outlined in the Knowledge Exchange Framework
	• Contribute to study design and collect, organise, and analyse data relating to Institute and Council projects.
	• Support the delivery of the Helen McArdle Nursing and Care Research Institute Strategic Plan and the Sunderland City Council Healthy City Plan 2020-2030 and the Covid 19 Health Inequalities Strategy.
	• Work collaboratively with the Head of the Institute and SCC to identify sources of funding, lead / contribute to the process of securing funds, and subsequently plan and deliver such projects, often as Principal Investigator and in collaboration with others.
	• Supervise postgraduate research students in line with Research Institute and Faculty strategic plans.
Special Circumstances:	

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Part 2

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Part 2A: Essential and Desirable Criteria

These criteria are assessed at the short listing stage.

The essential criteria must be met in order to be eligible for interview.

Essential

Qualifications and Professional Memberships:

- Postgraduate qualification MSc or PhD in a health and care related subject

Experience:

- Experience of undertaking independent research
- Significant and relevant post-doctoral experience that includes demonstrable research excellence
- Track record of developing peer-reviewed published work or peer-reviewed public exhibition.
- Experience of supporting the development of research projects and funding proposals
- Demonstrable knowledge of innovation in a health context

Key knowledge and Expertise:

- Required to be an externally recognised authority in the subject area.
- Possess sufficient breadth or depth of specialist knowledge in the discipline to develop research programmes and methodologies.
- Use a range of delivery techniques to enthuse and engage students and other relevant audiences.
- High level critical evaluative and analytical skills.

Key knowledge and Expertise (Faculty/ Department Specific)**:**

- **Comprehensive** understanding of the bread of healthcare environments and opportunities for health promotion to facilitate health behaviours and interventions

- Evidence of ability to engage with professional and public audiences Understanding health inequalities
- Understanding and experience of knowledge exchange and innovation

Desirable

Qualifications and Professional Memberships:

- **Membership** of a relevant healthcare profession or professional body

Experience:

- Providing mentorship in research skills to others

- Ability to work independently and as part of the research project team
- Ability to take responsibility for personal development and training

- Ability to confidently present at conferences and to a variety of audiences

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Key knowledge and Expertise:

- Experience of being a Chief/Principal Investigator on applied health research projects
- Significant and relevant post-doctoral experience that includes demonstrable research excellence
- Established track record of securing research income to competitive funding bodies
- Understanding of innovation in a health context
- Understanding of Knowledge Exchange and its seven domains
- Understanding of prevention as applied to healthcare

Part 2B: Key Competencies

Competencies are assessed at the interview/selection testing stage	**Analysis and Research** - Gathers data rigorously and conducts robust analysis, questioning assumptions and existing knowledge. - Develops hypotheses and concepts to explain data, events, and phenomena. - Reports findings to wider community and is able to withstand challenge by relying on evidence gathered and processes used for analysis.
	Communication **Oral** - Summarises and interprets complex, conceptual and special matters to aid others' understanding and aimed at their needs. - Uses appropriate styles and arguments to influence and negotiate satisfactory outcomes. - Monitors understanding of others, develops approach and takes corrective action if required. - Delivers presentations, lectures, seminars (internal or external) based on and exhibits work at appropriate events **Written** - Conveys information of a complex, conceptual and specialist nature using a range of styles and media selected to meet the needs of others. - Presents complex information in formats appropriate to non-specialists without comprising meaning. - Monitors the reactions of others and takes appropriate steps to remedy any miscommunications. - Submits proposals for research grants - Writes research papers, journal articles and materials for publication
	Decision Making **Independent decisions** - Considers wider impact of decisions, assesses possible outcomes and their likelihood. - Uses judgement to make decisions with limited or ambiguous data and takes account of multiple factors. - Distinguishes between the need to make a decision, when to defer and when not to take a decision.

Collaborative decisions

- Helps others to explore options that initially appear to be inappropriate or unfeasible and recognise when a decision is or is not needed.
- Enables others to contribute to decisions.
- Ensures that options are weighed, outcomes identified and chances of success considered.
- Challenges decisions, appropriately to ensure consideration and processes are robust.

Contribute to the decision making of others

- Anticipates and highlights issues that need to be taken into account.
- Outlines possible impacting factors, assessing their degree of influence on the choice of options.
- Ensures previous learning is included.

Initiative and Problem Solving

- Initiates processes and procedures to resolve new problems.
- Anticipates possible implementation difficulties and identifies practical ways of overcoming or preventing them.
- Takes account of others and the broader context when generating options.

Pastoral Care and Welfare

- Calms and reassures those in distress.
- Deals with difficult situations or confidential matters, according to policy and procedures.
- Involves others or refers elsewhere for assistance if the situation becomes more complex and if additional help or information is required.

Planning and Organising Resources

- Actively seeks information to support planning and prioritisation of work.
- Ensures that time and resources are used effectively to their maximum efficiency.
- Checks and reports on progress and achievement against plans to key parties.
- Develops plans to take account of problems, delays and new priorities.

Team Development

- Plans and generates training and development opportunities to meet team members current and future learning needs.
- Enables team members to apply their learning.
- Evaluates learning and development activities with those involved.

Teamwork and Motivation

- Ensures appropriate resources and support are available so that the team and individual members are able achieve their objectives
- Monitors progress and takes appropriate action to deal with difficulties or slippage
- Deals with conflict within the team
- Finds ways for individuals to achieve their objectives and development plans without compromising the teams priorities

| Date Completed: | October 2022 |