

Research Associate

School	Social Work (http://www.strath.ac.uk/humanities/schoolsofsocialworksocialpolicy/)		
Faculty	Faculty of Humanities and Social Sciences (www.strath.ac.uk/humanities/)		
Staff Category	Research	Reference No	214147
Reports To	Kat Smith, Professor of Public Health Policy	Grade:	7
Salary Range:	£32236 - £39609	Contract Type:	Fixed Term (Until Sept 2024)
FTE:	1 (35 hours/week)	Closing Date	30/05/2019

Job Advert

The University of Strathclyde is seeking to appointment a Research Associate in Policy Studies to be based in the School of Social Work & Social Policy. The successful applicant will be a key, qualitative researcher within an exciting five-year consortium funded by the UK Prevention Research Partnership, entitled '*Systems-science In Public Health & Health Economics Research (the SIPHER Consortium)*'. S/he will work closely with the Workstream 1 (Understanding Policy) Lead, Professor Kat Smith, as well as the wider SIPHER Consortium and policy partners. For more information about SIPHER, please see the Consortium website: <https://sipher.ac.uk/>. We welcome applications from candidates with diverse backgrounds including social policy, public health, political and social sciences and the humanities.

The SIPHER consortium has further exciting vacancies across our collaborators' sites in Sheffield, Glasgow and Leeds: a Consortium Manager, Consortium Administrator, Research Fellow in Data Synthesis and Simulation, Research Associate in Complex Systems Modelling and Research Associate in Decision Modelling and Data Analytics. For details see www.sipher.ac.uk/vacancies-and-placements.

The position is available for 60 months, from 16 September 2019 until mid-September 2024. Interviews are likely to be on Tuesday 11 June 2019.

Job Description

Brief Outline of Job:

The University of Strathclyde is seeking to appointment a Research Associate in Policy Studies to be based in the School of Social Work & Social Policy. The successful applicant will be a key, qualitative researcher within an exciting five-year consortium funded by the UK Prevention Research Partnership, entitled '*Systems-science In Public Health & Health Economics Research (the SIPHER Consortium)*'. For more information about SIPHER's ambitious plans to support policy change to improve public health and reduce health inequalities, please see the Consortium website: <https://sipher.ac.uk/>.

The appointee to this post will work closely with the Workstream 1 (Understanding Policy) Lead, Professor Kat Smith, as well as the wider SIPHER Consortium and policy partners. The focus of this workstream will be on gathering in-depth, qualitative insights into policy processes for SIPHER's selected policy areas within SIPHER's three policy partners (this is inclusive growth in all three partners, mental health in Scotland, housing in Manchester and Adverse Childhood Experiences in Sheffield). The work will therefore involve spending periods of time on placement/secondment within each policy partner (e.g. week-long or fortnight-long blocks of time based in Edinburgh, Manchester and Sheffield) as well as regular travel to Edinburgh, Manchester and Sheffield for policy partner and consortium meetings. The project provides a unique opportunity to study policymaking systems in action, to advance empirical and theoretical understandings of multi-level, cross-sectoral policymaking in the UK and to contribute to achieving evidence-informed policy changes that will improve public health.

Workstream 1 research activities will directly and continually inform the SIPHER Consortium's overarching objective, 'to co-develop, with our policy partners, new systems science economic evaluation methods that are used to inform the design, implementation, and iterative, intelligence-led refinement of non-health sector policies that prevent non-communicable disease

and health inequalities.' This will involve in-depth qualitative research to understand policy practices, needs and challenges and will require close interactions with the seven other SIPHER workstreams, excellent qualitative research, communication and social skills. We welcome applications from candidates with diverse backgrounds including social policy, public health, political and social sciences and the humanities. The position is available for 60 months, from 16th September 2019 until mid-September 2024. Interviews are likely to be on Tuesday 11th June 2019.

Main Activities/Responsibilities:

1.	Explore (via interviews, document analysis and direct and indirect ethnographic observations) the policy questions, practices, evidence needs and challenges (within SIPHER's three partners) that shape efforts to achieve joined-up policy progress in improving health and reducing health inequalities (SIPHER has a particular focus on the following four topic areas: inclusive growth; housing; adverse childhood experiences; and mental health);
2	Facilitate the creation of conceptual systems maps of policy areas, working with policy partners and other consortium members;
3	Elicit policy partner narratives to understand shifts in cause-and-consequence thinking and the contexts, aims, targets, delivery mechanisms, evidence use, beliefs, assumptions, synergies and tensions associated with policies, including the role of perceived public preferences
4	Identify and track evidence user and policy responses to SIPHER activities and outputs (to inform the consortium evaluation). The work is likely to involve spending periods of time on placement/secondment within each policy partner and regular travel to Edinburgh, Manchester and Sheffield.
5.	Plan and manage own workload, with guidance from colleagues as required.
6.	Identify sources of funding and contribute to the securing of funds for research, including drafting grant proposals and planning for future proposals.
7.	Write up research work for publication, individually or in collaboration with colleagues, and disseminate results through peer reviewed journal publications, policy briefings, blogs and presentations at conferences.
8.	Participate in external networks (academic, policy and advocacy) to share information and ideas, inform the development of research outputs and engagement activities and to identify potential sources of further funding.
9.	Collaborate with colleagues on the development of knowledge exchange activities by, for example, contributing to plans for a SIPHER visiting fellows scheme.
10.	Supervise a small number of student projects, provide advice to students and contribute to teaching as required by, for example, running tutorials and giving occasional guest lectures on topics relating to your own expertise / SIPHER.
11.	Contribute in a developing capacity to Department/School, Faculty and/or University administrative and management functions and committees.
12	Engage in continuous professional development.

Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1 Good honours degree and PhD (or equivalent professional experience) in appropriate discipline

Experience

E2 Sufficient breadth or depth of knowledge in the relevant discipline/s to contribute to the SIPHER research programmes and to the development of SIPHER research activities.

E3 Experience of undertaking qualitative research (interviews and/or documentary analysis)

D1 Experience of undertaking policy focused research (e.g. interviews with policy actors, analysis of policy documents and/or policy ethnography)

D2 Experience of relevant student supervision and teaching activities

D3 Experience of knowledge exchange related activities

D4 Experience of social media use for research/policy dissemination and engagement purposes

Job Related Skills and Achievements

- E4 Developing ability to conduct individual research work, to disseminate results and to prepare research proposals.
- E5 Demonstrable ability to write for, and present to, academic audiences (e.g. evidence of developing academic publication track record)
- E6 Ability to plan and organise own workload effectively
- E7 Ability to work within a team environment
- D5 Demonstrable ability to write for, and present to, policy audiences (e.g. evidence of contributing to policy briefings)

Personal Attributes

- E8 Excellent interpersonal and communication skills, with the ability to listen, engage and persuade, and to present complex information in an accessible way to a range of audiences
-

Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted before interview without further permission, unless you indicate that you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Fiona Drummond, School Manager (f.drummond@strath.ac.uk 0141 444 8712).

Conditions of Employment

Conditions of employment relating to the Research staff category can be found at: [Conditions of Employment](#).

Rewards and Benefits

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

Probation

Where applicable, the successful applicant will be required to serve a 9 month probationary period.

Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the Relocation Policy.

Interviews

Formal interviews for this post are likely to be held on 11/06/2019.

Equality and Diversity

We value diversity and welcome applications from all sections of the community.

The University currently holds a Bronze Athena SWAN award, recognising our commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.

University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.



Conditions of Employment

Research Staff

1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, the Privy Council. Staff are also expected to familiarise themselves with, and adhere to, general University policies and procedures, as published on University web pages.

The University Court recognises Strathclyde Universities and College Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Research Staff. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member of staff's letter of appointment and any accompanying papers.

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at www.strath.ac.uk/publicinterestdisclosure. Other relevant policies, e.g. Fraud Prevention and Conflicts of Interests, can also be found on the University's website.

Any member of staff may at any time be exposed to commercially sensitive information, information related to potentially valuable intellectual property or information which may otherwise be of a confidential nature. This information, which could be found anywhere in the University, may be written or disclosed orally, can include information of a commercial or technical nature, and may be owned by the University or by third parties. The University requires all employees to keep any such information confidential in the first instance and not disclose, publish or otherwise disseminate it without prior consent of the University. Such confidentiality obligations are commonplace and in the commercial interests of the University. When in doubt advice should always be sought from Research and Knowledge Exchange Services prior to disclosure.

The University operates probationary periods for new staff, the duration of which will be specified in individual letters of appointment. The normal probation period for posts in this staff category is 9 months for those at grades 6 and 7, and 12 months for grades 8 and above. Further guidance on probationary procedures is published at <http://www.strath.ac.uk/staff/policies/hr/>.

Further guidance on probationary procedures is published at www.strath.ac.uk/hr.

Further information on the terms and conditions specified in this document and other staffing policies and procedures can also be found at www.strath.ac.uk/hr.

2. SALARY

Appointments are made at an appropriate salary point on the University's grading structure, with initial placing determined according to qualifications and experience. Increments are paid to staff on the 12 month anniversary of their appointment. Where this is not the first of the month, the increment will be paid on the first of the month directly

after the 12 month anniversary. This allows 1 progression to the next point on the salary scale until the top guaranteed point of the scale is reached.

Salaries are paid directly to staff members nominated bank account, normally on the second last working day of the month.

3. HOURS OF WORK

Working time is that required to fulfil the duties of the post. The University Court recognises that research staff carry out these duties in a variety of ways appropriate to the nature of the research activity, but expects regular contact to take place between the research staff employee and the supervisor/granholder (where these positions are occupied by different individuals) during normal working hours on week days. There are exceptions to this pattern which may involve contact at other locations or in the evenings, or at weekends, but these arrangements will be made with the agreement of the member of staff concerned.

Duties may, by arrangement with Head of Department/School/Director, include some teaching associated with the post (up to a maximum of 40 hours per semester) for which no additional payment will be made.

Additional work which does not fall within the scope of that described above may by arrangement attract payment which must be authorised and processed through the payroll.

4. HOLIDAYS

Annual leave entitlement is 31 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, holidays will be calculated on a pro-rata basis.

In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. **These additional days count against the annual leave entitlement.**

For staff members working on a part-time basis, public holiday entitlement will be calculated on a pro-rata basis.

Annual leave and public holiday entitlements should be taken in the leave year to which they relate. Up to five days leave can be carried forward into the new leave year subject to line management agreement. In exceptional circumstances, Heads of Department/School/Director may approve carry forward of accrued annual leave in excess of five days.

The University's expectation is that staff take all accrued holidays prior to their termination date. If staff have exceeded their entitlement the University will deduct an equivalent number of days pay from final salary payments.

5. SICKNESS ABSENCE

During any period of absence through illness or injury provided the appropriate notification and certification procedures have been followed the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

Period of Continuous Employment at start of absence from work	Full Pay	Half Pay
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Work and Pensions. For full details on the general University policy in this area please refer to the Sickness Absence Management Policy at www.strath.ac.uk/staff/policies/hr.

6. PENSIONS

If you are under age 75 at the date your appointment commences you will automatically become a member of the pension scheme operated by the University – the Universities Superannuation Scheme (USS). You will be admitted to the career revalued benefits scheme called the USS Retirement Income Builder, the contribution rate that currently applies is 8.8% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. From 1 April 2019, the threshold is £58,589.70 per year. Contributions based on salary above the monthly equivalent rate of the threshold are paid to the defined contribution section of the scheme called the USS Investment Builder. Information regarding USS can be found in the scheme booklet located on the website: <https://www.uss.co.uk/members/members-home/resources/factsheets-and-member-guides>. The scheme booklet is called 'Your Guide to the Universities Superannuation Scheme'.

The exception to automatic membership of the pension scheme applies if your post is located out with the UK in an EU member state. If this is the case membership of USS is not available to you.

The University operates a salary exchange arrangement, Pensions Plus, for members of the USS. Pensions Plus enables pension contributions to be made in a manner so that both employees and the University can benefit from available National Insurance Contribution savings. You will be automatically included in Pensions Plus, provided it does not adversely affect your take-home pay or your ability to claim certain state benefits. If your earnings fall below the Pension Plus pay protection limit you will be opted out of Pension Plus. This will not affect your membership of the USS.

New members of staff may opt out of USS within three months of taking up appointment and will then be treated as if they had never been a member of the scheme. After three months members of staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section, Finance, in the first instance (pensions@strath.ac.uk). Please note that if you are a member of Pensions Plus and withdraw from USS with less than two years of membership, or cease employment with the University and have less than two years of USS membership, the option of a refund of pension contributions will not be available to you. Instead, USS must provide you with a pension benefit that is payable from your retirement date.

The University reserves the right to alter or withdraw Pensions Plus as it sees fit or as required to comply with legislative changes. Withdrawal or amendment of Pensions Plus will not affect your membership of USS. If you do not wish to participate in Pensions Plus but wish to remain in

the pension scheme please contact the Pensions Team who will provide you with a non-participation form.

Information regarding pension scheme membership can be found on the Pensions pages of the University's website. Full information regarding USS can be found on the USS website – www.uss.co.uk

7. PLACE OF WORK AND RESIDENCE

Members of staff will be based on the John Anderson Campus, unless otherwise stated in the letter of appointment. The Department/School in which the post is initially placed will be specified in the letter of appointment although there will be an expectation to work at such other places as required in the course of employment.

If the need arises for members of staff to work outside the UK for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff would then be provided with a statement in advance setting out the terms covering such periods of employment.

The University does not normally place specific restrictions upon the place of residence of members of staff. All staff are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment.

8. CONSULTANCY/FURTHER ACTIVITIES

To support the strategic objectives of the University and to facilitate individual professional development, the University encourages staff to engage in professional activities with outside bodies related to their field of work. In many cases, such activity will be approved on the basis that it represents University knowledge exchange activity and should therefore be treated as part of the individual's overall workload and managed through the University's systems. It is also recognised that there will be some cases where an activity is entirely separate from the University and should thus be notified/approved as a personal business activity. For further information please refer to the "University Procedure in relation to Work for Outside Bodies including Consultancies", which forms part of the employment contract and can be accessed at www.strath.ac.uk/hr

9. DISCIPLINARY AND GRIEVANCE PROCEDURES

Further information on the University's disciplinary and grievance procedure can also be found at www.strath.ac.uk/policies/hr or on request from Human Resources.

10. NOTICE AND TERMINATION

Members of staff are employed on the conditions indicated in individual letters of appointment and any accompanying papers. The University is not obliged to give notice of termination or continue any employment beyond the end of that period. Where the period of the contract of employment is for one year or less it may be terminated short of the fixed term period by one months notice on either side. Where the period of the contract of employment is for more than one year, or where there have been a further contract or series of contracts immediately consecutive, the employment may be terminated short of the fixed term period by three months' notice on either side, except during the probationary period when the notice period is one month.

If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice.

Revised April 2019