

<b>Job title</b>	Research Fellow (Title will be 'Research Associate' where an appointment is made before PhD is completed)	<b>Job family and level</b>	Research and Teaching Level 4 (Appointment will be Level 4 Career training grade where an appointment is made before PhD has been completed)
<b>School/ Department</b>	School of Health Sciences	<b>Location</b>	Queen's Medical Centre

## Purpose of role

The purpose of this role will be to assist and support the Principal Investigator (Dr Holly Blake) and other members of the project team with all aspects of the Test@Work Study.

The Test@Work study is funded by Gilead Sciences, Inc.

Late diagnosis of HIV is an urgent public health issue in the UK, significantly increasing risk of mortality and morbidity, onward HIV transmission, and high healthcare costs. There is an urgent need to expand HIV testing beyond routine settings where HIV testing rates are too low. In our previous research we have found that employers are generally positive towards offering HIV testing in the workplace although some employers feel hesitant to offer HIV testing due to the stigma around HIV. With the Test@Work project, we aim to raise awareness about HIV and testing, increase access to HIV testing through the workplace setting, and reduce public stigma around HIV testing by normalising it within a package of general health checks and providing employers with guidance and support through an online package.

The construction industry employs workers in high-risk groups for HIV e.g. mobile and migrant workers. The Test@Work study involves the delivery and evaluation of health checks in the construction industry, as well as a number of associated research activities, including literature reviews.

This maternity cover role will involve working on a range of activities to support the programme of work being undertaken in the Test@Work study. This could include: liaising with employers in the construction industry and third sector organisations to arrange health testing; systematic literature review work and analysis of quantitative and qualitative research data from employees, managers and other key stakeholders. The researcher may be expected to help with securing study sites, organising and attending events (to be discussed with the project team as study plans are currently being re-adjusted due to covid-19).

The post will involve opportunity to contribute to study progress reports, peer-reviewed journal articles, conference contributions, and lay project summaries. The researcher would be expected to work with other project researchers and liaise directly with stakeholder and external organisations from the public, private and third sector, to undertake the tasks of the study. Stakeholders could include employers, occupational health and HIV specialists, GPs, nurses and other healthcare professionals, trade union representatives and the general public (health service users).

The post-holder will gain experience in research methodologies, including quantitative and qualitative data collection and analysis, literature review, intervention development and process evaluation.

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The post may be of particular interest to people with an interest in: health promotion, public health, health testing, access to health services. The ideal candidate would have a commitment to health research, a genuine interest in applied health promotion interventions, and an ability to engage creatively and productively with the general public, healthcare professionals, public, private and third sector organisations. The candidate will be required to work in conjunction with others in the research team in order to achieve objectives and deadlines of the research project.

The post-holder will join the School of Health Sciences, Faculty of Medicine and Health Sciences. The post is located at the School of Health Sciences at the Queen's Medical Centre in Nottingham.

	<b>Main responsibilities</b> (Primary accountabilities and responsibilities expected to fulfil the role)	<b>% time per year</b>
1	To engage in networking and collaboration with specialists in the public, private and voluntary sectors	5%
2	To organise a series of workplace health check events (including HIV testing) within the construction industry, in collaboration with third sector organisations. This will include health check events at multiple sites in the construction industry.	40%
3	To collect data at the health check events which may include entry and exit questionnaires, and qualitative interview data.	15%
4	To collate and review the published evidence on workplace HIV testing including world regions where workplace testing occurs, outcomes, benefits and caveats.	15%
5	To co-ordinate the operational aspect of the Test@Work study, for example, arranging meetings and updating websites etc and contribute to collaborative decision making with colleagues in area of research.	5%
6	To write up research work for publication and/or contribute to the dissemination at national/international conferences, resulting in successful research outputs.	5%
7	To provide support, guidance and supervision to other staff, where appropriate in own area of expertise.	5%
8	To update an employer toolkit and review the toolkit in partnership with stakeholders, and informed by research, current national guidelines for HIV testing, current advice associated with testing, and stakeholder input.	10%
9	To organise and contribute to dissemination events (e.g. knowledge mobilisation activities, key stakeholder dissemination events).	5%

## Person specification

	<b>Essential</b>	<b>Desirable</b>
<b>Skills</b>	<ul style="list-style-type: none"> <li>▪ Excellent oral and written communication skills, including the ability to communicate with clarity on complex information.</li> <li>▪ High analytical ability to analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights.</li> <li>▪ Ability to creatively apply relevant research approaches, models, techniques and methods.</li> <li>▪ Ability to assess and organise resource requirements and deploy effectively.</li> <li>▪ Ability to build relationships and collaborate with others, both internally and externally.</li> <li>▪ Ability to interact sensitively and professionally with people from external organisations, and with people who use, work in and manage sexual health services.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ability to foster a research culture and commitment to learn in others.</li> </ul>
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>▪ Experience of health research</li> <li>▪ Practical experience of undertaking systematic reviews</li> <li>▪ Experience of qualitative and quantitative research</li> <li>▪ Proficiency in IT (Word, Excel, SPSS, Powerpoint).</li> <li>▪ Expertise in using software packages for undertaking reviews, qualitative and quantitative data analysis (e.g. NVivo, SPSS, Endnote).</li> </ul>	<ul style="list-style-type: none"> <li>▪ Demonstrable evidence of high quality writing for academic and practitioner audiences, with evidence of ability to publish at national level (to include journal articles and conference outputs).</li> </ul>
<b>Qualifications, certification and training (relevant to role)</b>	<ul style="list-style-type: none"> <li>▪ PhD or equivalent in relevant subject area or the equivalent in professional qualifications and experience in research area.</li> <li>▪ OR near to completion of a PhD</li> </ul>	
<b>Statutory, legal or special requirements</b>	<p>Ability to work autonomously and exhibit initiative.</p> <p>Able to manage own workload.</p> <p>Highly organised, able to work effectively on a complex project and prioritise tasks.</p> <p>Able to work well in a team.</p> <p>A genuine interest in health promotion</p>	

	Flexible and own transport for travel to study sites.	
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The University of Nottingham is focused on embedding equality, diversity and inclusion in all that we do. As part of this, we welcome a diverse population to join our work force and therefore encourage applicants from all communities, particularly those with protected characteristics under the Equality Act 2010.

## Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

- Valuing people** Is friendly, engaging and receptive, putting others at ease. Actively listens to others and goes out of way to ensure people feel valued, developed and supported.
- Taking ownership** Is clear on what needs to be done encouraging others to take ownership. Takes action when required, being mindful of important aspects such as Health & Safety, Equality, Diversity & Inclusion, and other considerations.
- Forward thinking** Drives the development, sharing and implementation of new ideas and improvements to support strategic objectives. Engages others in the improvement process.
- Professional pride** Is professional in approach and style, setting an example to others; strives to demonstrate excellence through development of self, others and effective working practices.
- Always inclusive** Builds effective working relationships, recognising and including the contribution of others; promotes inclusion and inclusive practices within own work area.

## Key relationships with others



