Role profile

<table>
<thead>
<tr>
<th>Job title</th>
<th>Research Fellow</th>
<th>Job family and level</th>
<th>Research and Teaching Level 4</th>
</tr>
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<tbody>
<tr>
<td>School/Department</td>
<td>School of Medicine, Unit of Injury, Inflammation and Recovery Sciences</td>
<td>Location</td>
<td>Queens Medical Centre</td>
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Purpose of role
The purpose of this role will be to have specific responsibility to lead research into developing a minimum dataset for UK care homes as part of the NIHR Developing Resources and Minimum Dataset for Care Homes Adoption (DACHA) study.

Purpose:
- You will lead, along with colleagues at the University of Kent, work package 5 of DACHA. This will involve piloting a prototype dataset using an electronic interface in a network of care homes across the East Midlands. A second tranche of care homes will be recruited in the South East of England and second researcher, based in Kent, will co-ordinate research there.

The successful applicant will work:

- To cultivate relationships with existing research enabled care homes across the East Midlands in order to deliver the project.
- Support the implementation of the minimum dataset in the care home.
- Retrieve, work with and interpret quantitative data emerging from the dataset, with support from statisticians and data scientists.
- Conduct and analyse interviews conducted in participating care homes and with other stakeholders across the East Midlands.

The minimum dataset established through this work will form the basis of numerous future research projects and this post would therefore suit applicants who want to build a research portfolio and the ambition is for the incumbent to be lead applicant on one or more grants submitted through using the DACHA minimum dataset upon project completion. More details on the DACHA study can be found at: [http://dachastudy.com/](http://dachastudy.com/)

You will join an established team, led by Prof Adam Gordon, whose main areas of research revolve around healthcare delivery in care homes. Prof Gordon’s group holds research grants totalling £13M and have played, or continue to play, leading roles in delivering research in the care homes which have been pivotal in shaping healthcare delivery in the sector before and during the COVID-19 pandemic, more details can be found here: [https://www.nottingham.ac.uk/medicine/people/adam.gordon](https://www.nottingham.ac.uk/medicine/people/adam.gordon).

You will have the opportunity to use your initiative and creativity to identify areas for research, develop research methods and extend your research portfolio. Indeed, we hope that the successful applicant will become an established member of the team.
### Main responsibilities
(Primary accountabilities and responsibilities expected to fulfil the role)

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<th>Research Responsibilities:</th>
<th>% time per year</th>
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| 1 | ▪ To recruit and foster a network of care homes in the East Midlands to support work package 5 of the DACHA study.  
▪ Collecting, collating and analyzing numerical data from the prototype care home minimum dataset.  
▪ Conducting and analyzing interviews from care homes participating in the DACHA study, and other stakeholders working with care homes in the DACHA study. | 50% |
| 2 | Engagement, Communication and Continuation Responsibilities:  
▪ To organize and co-ordinate project management meetings for work package 5 of the DACHA study in co-ordination with colleagues at the University of Kent.  
▪ To report back to the overall DACHA programme management group on behalf of work package 5.  
▪ To present emergent findings to local stakeholders and at academic congresses and conferences.  
▪ To play an active role in writing up academic publications emerging from Work Package 5 of the DACHA study. | 40% |
| 3 | Teaching:  
▪ Teaching is not a core requirement of this post but candidates can take on teaching responsibilities within the University as negotiated and compatible with Personal Development Plans, on a case by case basis. | 10% |
| 4 | Other:  
▪ Any duties as required in accordance with the nature and grade of the post.  
▪ We recognise the importance of continuous professional development and therefore the importance of providing opportunities, structured support and encouragement to engage in professional development each year | N/A |

### Person specification

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<th>Essential</th>
<th>Desirable</th>
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| ▪ Excellent oral and written communication skills, including the ability to communicate with clarity on complex information.  
▪ Ability to creatively apply relevant research approaches, models, techniques and methods. | ▪ Ability to draft research applications working with academic and lay collaborators.  
▪ Ability to analyse data using realist methodology. |
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<tr>
<th><strong>Knowledge and experience</strong></th>
<th><strong>Qualifications, certification, and training (relevant to role)</strong></th>
<th><strong>Statutory or Legal requirements</strong></th>
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| ▪ Ability to build relationships and collaborate with others, both internally and externally  
▪ High analytical ability to analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights.  
▪ Ability to assess and organise resource requirements and deploy effectively  
▪ Ability to work with mixed methods, including qualitative and quantitative methodologies. | ▪ PhD or equivalent in health care, social care, or a related subject. | ▪ Satisfactory Enhanced disclosure obtained from the Disclosure and Barring Service. |
| **Knowledge and experience** | ▪ Some practical experience of applying the specialist skills and approaches and techniques required for the role.  
▪ Experience in use of research methodologies and techniques to work within area.  
▪ Experience of having led the writing of peer-reviewed academic publications.  
▪ Experience of having developed research networks, ideally including lay or industry representatives.  
▪ Experience of having run research projects with the care homes sector.  
▪ Knowledge of the care home sector and how existing healthcare delivery takes place within the care home sector. | ▪ Experience of having worked with Patient and Public Involvement (PPI) as part of research. |
Willingness to adopt the vision and values of the School of Medicine

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.

The School of Medicine holds a Silver Athena SWAN award in recognition of our achievements in promoting and advancing these principles. Please see [http://www.nottingham.ac.uk/medicine/about/athena-swan.aspx](http://www.nottingham.ac.uk/medicine/about/athena-swan.aspx)

The University is a signatory of the Declaration on Research Assessment (DORA). As such we commit to focus on the scientific content of publications (where requested or provided as part of the recruitment and selection process) as a basis for review of quality, and consideration of value and impact of research conducted, rather than any proxy measures such as Journal Impact Factor.
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 always equitable and fair and works with integrity. Proactively looks for ways to develop the team and is comfortable providing clarity by explaining the rationale behind decisions.

Taking ownership  Is highly self-aware, looking for ways to improve, both taking on board and offering constructive feedback. Inspires others to take accountability for their own areas.

Forward thinking  Driven to question the status quo and explore new ideas, supporting the team to “lead the way” in terms of know-how and learning.

Professional pride  Sets the bar high with quality systems and control measures in place. Demands high standards of others identifying and addressing any gaps to enhance the overall performance.

Always inclusive  Ensures accessibility to the wider community, actively encouraging inclusion and seeking to involve others. Ensures others always consider the wider context when sharing information making full use of networks and connections.

Key relationships with others

- Profesor of Care of Older People
- DACHA research fellow
- Co-researchers at the University of Kent
- DACHA project management group

Line manager

Role holder

Key stakeholder relationships