



Job title	Research Fellow (Title will be 'Research Associate' where an appointment is made before PhD is completed)	Job family and level	Research and Teaching Level 4 (Appointment will be Level 4 career training grade where an appointment is made before PhD has been completed)
School/ Department	School of Medicine, Lifespan and Population Health Unit	Location	Applied Health Research Building, University Park Campus

Purpose of role

To have specific responsibility for research, for developing research objectives and proposals mainly for research projects aimed at improving the early identification of dementia in the general population and improving the management of children and young people with familial hypercholesterolaemia. You will be expected to plan and conduct work using approaches or methodologies and techniques appropriate to the type of research and will be responsible for writing up your work for publication.

The work programme will be undertaken using a primary care database (CPRD), and the Avon Longitudinal Study of Parents and Children (ALSPAC) cohort. The work is being conducted by an established multidisciplinary team co-led by a Clinical Professor of Primary Care and Associate Professor in Epidemiology.

You will have strong data management and analysis skills and the opportunity to use your initiative and creativity to build on the area of research.

The School of Medicine recognises the importance of continuous professional development and therefore the importance of providing opportunities, structured support and encouragement to engage in professional development each year.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	Research Responsibilities: <ul style="list-style-type: none">To manage, plan and conduct own research activity using recognised approaches, methodologies and techniques within the research area.To resolve problems, in meeting research objectives and deadlines in collaboration with others.To identify opportunities and assist in writing bids for research grant applications. Prepare proposals and applications to both external and/or internal bodies for funding, contractual or accreditation purposes.	80%
2	Engagement, Communication and Continuation Responsibilities: <ul style="list-style-type: none">To write up research work for publication and/or contribute to the dissemination at national/international conferences, resulting in successful research outputs.To collaborate with academic colleagues on areas of shared interest for example, course development, collaborative or joint research projects	10%

3	Teach, supervise and examine: <ul style="list-style-type: none"> You are expected to make a contribution to teaching that is in balance with wider contributions to research and other activities. 	10%
4	Other: <ul style="list-style-type: none"> Any other duties appropriate to the grade and level of the role. The School of Medicine 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

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ 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 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 	<ul style="list-style-type: none"> ▪ Demonstrates a desire to further develop skills and knowledge of research methods and techniques
Knowledge and experience	<ul style="list-style-type: none"> ▪ Knowledge of multivariable regression analysis, survival analysis and other statistical methods. ▪ Experience of developing new approaches, models, techniques, or methods in research area. ▪ Demonstrated experience in the building of machine learning/artificial intelligence models. ▪ Competence in using statistical packages (Stata or R) for data analysis. ▪ Recent experience of cleaning and manipulating large datasets ▪ Experience of research analyses using routinely collected UK electronic health records such as SAIL, HES, QResearch, CPRD or THIN or very similar/equivalent data sources. ▪ Understand the General Data Protection Regulation (GDPR) and research governance issues as they relate to use of routine service data and primary care datasets. 	<ul style="list-style-type: none"> ▪ Understanding of epidemiological methods. ▪ Experience in use of research methodologies and advanced statistical analysis techniques to work within area. ▪ Ability to carry out statistical analyses, interpret findings and present results.
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ PhD (or close to completion of) or equivalent in relevant subject area or the equivalent in the research areas of public health/epidemiology, biostatistics, or computer science. 	



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

