



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 / Nottingham Clinical Trials Unit (NCTU)	Location	Nottingham Clinical Trials Unit, University Park

Purpose of role

You will have responsibility for undertaking high quality research on a collaborative project between NCTU, Oxford Brookes University and Equality Health. You will be based at NCTU, specifically delivering on the National Institute for Health and Care Research (NIHR) funded PROMISE study (Principles of Engagement: Developing Methods to Increase Representation of Black Mothers in Maternal and Neonatal Healthcare Research). The PROMISE team aim to work collaboratively with partner groups representing the perspectives of (a) Research Delivery Teams and (b) Black women/their birthing partners, and our overarching aim is to formulate Principles of Engagement (PoE) to support Research Delivery Teams to effectively approach and engage Black women in maternal and neonatal healthcare research.

You will be expected to plan and conduct work using primarily qualitative research methods, including brief literature reviews, focus groups and consensus panel workshops. It is expected that most of the focus groups/workshops will be conducted online, but some local travel may be required. You will be responsible for writing academic papers, reports and other dissemination (e.g. of the guidance and papers) and for engaging with Research Delivery Teams, Black women/their birthing partners and community agencies/groups, including Equality Health.

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.

To find out more about the School of Medicine, its values, vision, teaching and research, please see our further information leaflet.

Project summary

Alarming and sustained disparities in outcomes for Black women during pregnancy are recognised by the NHS and the UK Government. Different patient populations may show different responses to healthcare treatments due to individual differences in disease physiology and presentation, as well sociocultural, logistical, and psychological factors [6]. However, Black women are under-represented in research, making it challenging to develop healthcare solutions that best suit their needs.

The Research Delivery Team (i.e., research nurses and midwives) (RDT) are the face of clinical research for many patients, responsible for recruiting and consenting patients to studies. Although RDTs are critical to engaging Black women in research, they have rarely been consulted when developing guidelines on recruiting under-represented patient groups in research.

The over-arching **aim** of this study is to develop Principles of Engagement (PoE) to support RDTs to approach and engage Black women in maternal and neonatal healthcare research.

Aim 1. Develop Black women in maternity and neonatal healthcare Patient and Public Involvement (PPI) partner group.

Aim 2. Co-develop our understanding of important cultural, environmental, and communication processes involved in engaging Black women in maternal and neonatal health participation of Black women in maternal and neonatal healthcare research.

Aim 3. Develop the recommended principles with the PoE Development Group.

Aim 4. Identify pathways to implementing the PoE in practice.

Through knowledge exchange with RDTs and representatives for Black women, this study will produce freely available guidance that supports best practice to promote effective communications between Research Delivery Teams and Black mothers/pregnant women and their birthing partners.

Working environment

Nottingham Clinical Trials Unit (NCTU) is a UK Clinical Research Collaboration registered Trials Unit (www.ukcrc-ctu.org.uk) within the University of Nottingham www.nottingham.ac.uk/ctu. The unit designs and conducts high quality national and international multicentre trials across a range of health topics. NCTU primarily conducts phase III pragmatic trials, and has expertise in trials of medical devices, Clinical Trial of an Investigational Medicinal Product and complex interventions. NCTU also has a proven track record of designing and delivering high quality trial methodology research, focussing on improving the effectiveness and efficiency of randomised trials. The unit currently employs over 100 staff and is continuously expanding.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	<p>Research Responsibilities:</p> <ul style="list-style-type: none"> To work with the co-lead investigators to manage, plan and conduct own research activity using primarily qualitative research methods. 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. 	20%
2	<p>Engagement, Communication and Continuation Responsibilities:</p> <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, including the development of PROMISE guidance. To understand the relevant literatures in the field To develop Patient and Public Involvement in the field/to support the on-going research activities. Draft background literatures relating to engaging Black women in maternal and neonatal healthcare research. Contribute to a literature review of the relevant published research and existing guidance documents. To conduct online focus groups to determine the views and opinions of key stakeholders, analyse, interpret, and present data. 	70%

	<ul style="list-style-type: none"> To develop, in collaboration with the study advisory group, guidance to support RDTs to engage Black women in maternal and neonatal healthcare research, including planning, hosting and summarizing the results of online meetings. To co-ordinate the operational aspect of the study, for example, arranging and facilitating meetings and contribute to collaborative decision making with colleagues in trials methodology research. 	
3	<p>Teach, supervise, examine and personal tutoring</p> <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	<p>Other</p> <ul style="list-style-type: none"> Any other duties appropriate to the grade and role of the post holder 	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 ▪ Self-motivated and able to motivate and influence others from a range of professional backgrounds and levels of seniority ▪ Ability to build relationships and collaborate with others, both internally and externally ▪ Awareness of the needs and sensitivities around working with underrepresented groups in research ▪ Confident prioritising and managing own workload and working with minimal supervision ▪ Excellent organisational skills with a flexible approach to working. ▪ High analytical ability to analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights. ▪ Ability to assess, organise and manage resource requirements effectively 	<ul style="list-style-type: none"> ▪ Ability to foster a research culture and commitment to learn from others
Knowledge and experience	<ul style="list-style-type: none"> ▪ Experience of project management ▪ Experience of Patient and Public Involvement (PPI) work ▪ Previous experience of performing literature reviews or data extraction ▪ Practical experience of applying qualitative methodology ▪ Experience using appropriate software for example Microsoft Office, Stata, NVivo (or equivalents) ▪ Experience of consensus studies and focus group research ▪ Some knowledge of the challenges relating to recruiting under-represented groups to clinical research. 	<ul style="list-style-type: none"> ▪ Previous success in gaining support for externally funded research projects ▪ Experience of conducting research with under-represented patient groups ▪ Experience of trial methodology research
Qualifications, certification and	<ul style="list-style-type: none"> ▪ PhD or equivalent in relevant subject area (health sciences or research methodology) or the 	

training (relevant to role)	equivalent in professional qualifications and experience in research area OR be near to completion of a PhD.	
Other	<ul style="list-style-type: none"> ▪ Willingness to adopt the vision and values of the School of Medicine. 	



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

