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| Job Description |  |
| Research Fellow, full time 18 monthsGetting prescription medications right at home, in hospital & hospice: An Activity Theory analysis | Grade: HERA AUG2018 Grade 7 /29 £36,028per annum (including London Allowance of £ £3,211 |
| Marie Curie Palliative Care Research Department, UCL | Location: UCL Division of Psychiatry (Bloomsbury Campus) 6th Floor, Maple House, 149 Tottenham Court Road. London. W1T 7NF |

#### Reports to

**LONDON’S GLOBAL UNIVERSITY**

**UCL PROFESSIONAL SERVICES ROLES**

**Dr Sarah Yardley, Principal Investigator.**

**Please contact by email for further information** **sarah.yardley@ucl.ac.uk**

**Application deadline Midnight 24th January 2021**

**Interviews to be held week beginning 1st Feb 2021**

#### Context

The Research Fellow will be based in the UCL Marie Curie Palliative Care Research Department (MCPCRD), working on a Marie Curie Research Grants Scheme 2018-funded project. The department is hosted within the UCL Division of Psychiatry, a vibrant and successful centre in the School of Life and Medical Sciences at University College London.

Prescribing and medication use is a multi-step process requiring coordination of many organisational systems, enacted through professionals, patients and carers. Approximately 20% of NHS serious incident reports involving palliative care patients relate to prescription medications. Underlying causes and contributing factors are poorly understood. **This study is the first to use patients’ activity systems, within and across the contexts of home, hospital and hospice, to investigate and model practices of prescribing and medication use for symptom control.** During the competitive funding process it was recognized that this is a *“high priority research area that is important clinically and in the community, as mismanaged medication can be frightening for carers and families”.*

The study will use Activity Theory to study effort (work/activity) for prescribing and medication use. This will entail analysing real-life palliative care practices comparing these to intended processes described in guidelines and service models. Targets for innovation and improvement will be identified.

**We are seeking a Research Fellow with an interest in theoretically-informed approaches to studying practice who is familiar with practical methods for qualitative research across a range of settings.**

The Research Fellow will be encouraged to use this post as an opportunity to build their career and develop expert knowledge and skills in cross-disciplinary research.

Dr Sarah Yardley is the principal investigator (PI) and has a strong track record in delivering qualitative sociocultural research in healthcare. She is an experienced palliative medicine physician and is a member of UCL Qualitative Healthcare Research Network. Her research interests include how patients, families, carers, and healthcare professionals do and learn from the work of frontline day-to-day healthcare and make sense of their experiences; specialist-generalist interfaces; and the impact of human-dependent interventions such as therapeutic relationships on safe care.

Professor Karen Mattick, University of Exeter and Dr Anu Kajamaa, University of Helskini are collaborating in the work, as scientific advisors on Activity Theory. Together they are co-authors of a prize-winning proof of concept study in antibiotic prescribing, the methods of which this project extends and builds on (doi: 10.1136/bmjopen-2018-028733). Margaret Ogden is the patient and public involvement (PPI) co-investigator: she is a WHO patient for patient safety champion with extensive experience of working in healthcare PPI.

The successful applicant will also be supported by a steering group with expertise in Activity Theory, sociology, pharamcy, health improvement, specialist and generalist clinical practice and lived experience. These include: Professor Clare Morris, Professor in Medical Education Research and Development (chair), Professor Bryony Dean Franklin, Professor of Medication Safety, and Dr Fiona Stevenson, Reader in Medical Sociology.

The MCPCRD is an internationally recognised centre of excellence in palliative care research with a team of 30+ researchers. The head of department, Prof Paddy Stone, is an internationally recognized expert in cancer-related fatigue. His other research interests include the development and application of prognostic tools in palliative care, palliative care in non-malignant conditions and the role of sedatives in terminal care.

<https://www.ucl.ac.uk/mcpcrd>

<https://www.ucl.ac.uk/psychiatry>

#### Main purpose of the job

We are seeking a Research Fellow with a higher degree and relevant research experience to set-up, co-ordinate and perform the day-to-day running of the research project. The post is a 18-month position subject to successfully completing a 6-month probation period.

**This project involves the synthesis of multiple data forms and analyisis of a complex socially mediated process in didfferent settings and so requires a Research Associate with previous experience who can work semi-independently day-to-day with remote supervision from the PI.**

The role requires an experienced qualitative researcher with appropriate skills for systematic searching and literature synthesis using scoping review methods. Excellent communication skills are also required including communicating with participants about sensitive topics as the successful candidate will need to be able respond appropriately to participants who may express a range of emotions during data collection.

We recognise the use of Activity Theory in UK qualitative health care research is relatively recent. **Additional training and support in Activity Theory methods will therefore be offered to support the work and the individual’s career development.** This will include a research visit to Helsinki with the PI to meet with the iinternationally renowned Activity Theory Research group at the University of Helsinki.

The purpose of the post is to fulfill the research objectives, which are:

1. To develop a practice-based model for the multi-step process of prescribing and medication use in palliative care.

2. With this model, to identify and develop an extended understanding of disturbances and safety concerns for patients within or when moving across hospice, hospital, and home.

3. To develop a multivoiced understanding of 'hot' and 'cold' spots in processes and practices of prescribing and medication use for palliative care.

4. To use understanding of practice disturbances to create a learning, analysis and recommendation toolkit identifying targets for innovation and improvement.

**Duties and responsibilities**

***Main duties***

* **to set-up, co-ordinate and perform the day to day running of the research project**
* **to work closely with the PI and provide regular updates of progress**
* **to conduct a scoping literature review**
* **to prepare documentation for ethical and governance approvals**
* **to create supporting study materials e.g. information leaflets and consent forms**
* **to gain regulatory approvals**
* **to lead participant recruitment**
* **to conduct ethnographic observations and qualitative interviews in each study setting (hospice, hospital and home/usual place of residence)**
* **to manage data and conduct analysis**
* **to produce study reports, academic papers for peer reviewed publications, conference presentations and other dissemination activities**
* **to coordinate team meetings**
* **to run a dissemination event**
* **to ensure the project is run to agreed standards and the agreed timetable**

***Other duties***

* Maintaining good communication between the UCL team, and wider groups of co-applicants and collaborators;
* Demonstrating good academic citizenship through attending and contributing to the general business of the department, including seminars & team meetings, sharing expertise with other staff, and welcoming opportunities for learning and professional development as they occur;
* Contributing to dissemination through writing papers and conference submissions;
* Presenting findings at academic conferences
* Any other duties that may be agreed with the line manager or Head of Department;

The post holder will actively follow UCL policies including Equal Opportunities policies.

The post holder will maintain an awareness and observation of Fire and Health & Safety Regulations.

The post holder has a responsibility to carry out their duties in a resource efficient way and actively support UCL’s Sustainability Strategy, policies and objectives within the remit of their role.

This job description is not intended to be exhaustive and duties and responsibilities may be altered from time to time in the light of changing circumstances, in discussion with the post holder.

In addition to the person specification criteria, the successful candidate will need to meet UCL’s expectations of:

* Academic excellence, as outlined in ‘Excellence and the UCL community: a shared endeavour’ (<http://www.ucl.ac.uk/excellence/>)
* Core behaviours as outlined in UCL‘s Core Behaviours Framework (http://www.ucl.ac.uk/hr/od/core-behaviours/index.php)

These will inform the candidate's induction, probation, and appraisal, in discussion with their line manager.

**GENERAL INFORMATION**

Appointment

The post is full time 1FTE – 36.5 hours pr week. The post is graded as Grade 7 spine point 29, the salary for which is £36,028per annum (including London Allowance of £ £3,211). Progression through the salary scale is incremental. Cost of living pay awards are negotiated nationally and are normally effective from 1st August each year. The post is available from April 2021 and is funded for 18 months.

Terms and Conditions and Staff Benefits

Please follow the links in the advertisement for information on UCL Terms and Conditions for Research and Support Staff and Employee Benefits.

Diversity in the Workplace

UCL's equal opportunity policy is that in the recruitment, selection, education and assessment of students, and in the recruitment, selection, training, appraisal, development and promotion of staff, the only consideration must be that the individual meets, or is likely to meet the requirements of the programme or course or post.

The requirements being met, no student or employee will be discriminated against on the basis of their sex, sexual orientation, race, colour, ethnic origin, nationality, disability, marital or civil partnership status, gender reassignment, pregnancy and maternity, caring or parental responsibilities, age, or beliefs on matters such as religion and politics.

UCL is committed to provide a learning, working and social environment in which the rights and dignity of all its members are respected, and which is free from discrimination, prejudice, intimidation and all forms of harassment including bullying.

This Policy means that all students and employees of UCL have the right to study or work in an environment free from discrimination, prejudice and all forms of harassment or bullying.

UCL is committed to a programme of action to ensure that this and other equalities policies are implemented and monitored at an organisational and individual level.

Research Governance

The post holder will be expected to be familiar with the requirements of the Department of Health (DoH) and UCL research governance frameworks and to comply with all NHS policies pertaining to research governance. This will include ensuring that all clinical research activities of the post holder are approved by an appropriate ethics committee before commencement. This will also include meeting all audit, monitoring and training requirements.

The UCL research governance framework can be found on the UCL website at: http://www.ucl.ac.uk/joint-rd-unit/

The DoH Research Governance Framework for health and social care can be found at:

http://www.dh.gov.uk/en/Aboutus/Researchanddevelopment/AtoZ/Researchgovernance/DH\_4002112

**ENQUIRIES**

* **For further information please contact Dr Sarah Yardley sarah.yardley@ucl.ac.uk**

# Person Specification

| **Criteria** | **Essential or Desirable** | **Assessment method****(Application/Interview)** |
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| **Qualifications, experience and knowledge** |  |  |
| Higher degree (PhD) in a relevant related field (e.g. Education, Sociology, Health Services or Health Improvement research, other including clinical fields if strong emphasis on qualitative methods) **OR** equivalent research experience with proven track record of delivery | E | A/I |
| Knowledge of qualitative methods and experience of conducting qualitative data collection and analysis | E | A |
| Ability to work in potentially challenging and distressing situations | E | A/I |
| Ability to work effectively with professionals, patients and carers in the context of healthcare settings and the community including patients homes | E | A/I |
| Experience in writing successful applications for ethical and governance approvals | E | A/I |
| Able to travel from base at UCL to study sites and patient homes in Greater London | E | A/I |
| Experience of recruiting people within healthcare or other public sector environments | D | A |
| Knowledge of activity theory research | D | A/I |
| Experience of working as a researcher in a healthcare setting | D | A |
| Experience of working with or disseminating research findings to a range of audiences including writing papers for publication in peer reviewed journals | D | A |
| Experience of working with patient and public involvement (PPI) groups | D | A |
| Experience of working unsupervised and taking responsibility for setting and meeting targets for own work | D | A/I |
| **Skills and abilities** |  |  |
| Ability to be discreet and maintain confidentiality in accordance with current Data Protection legislation | E | A/I |
| Ability to collaborate remotely with academic and PPI co-investigators | E | A/I |
| Ability to facilitate group discussions and workshops | E | A/I |
| Ability to liaise with healthcare professionals and academic staff | E | A/I |
| Ability to prioritise tasks and work to deadlines | E | A/I |
| An organised, logical and analytical approach to work with attention to detail | E | A/I |
| Commitment to continuous professional development | E | A |
| Data management skills; ability to collate and record information accurately using a variety of media | E | A/I |
| Excellent communication in English (written and oral) including presentation skills | E | A/I |
| Excellent interpersonal skills and aptitude for engaging patients, family carers and clinicians in research | E | I |
| Excellent administrative and IT skills including qualitative software and ability to research effectively using electronic tools | E | A |
| Highly self-motivated and hard working | E | I |
| The ability to work under pressure and manage competing priorities | E | A/I |
| The ability to work without direct supervision; to manage own workload and meet deadlines | E | A/I |
| The highest ethical and professional standards in research and education | E | A/I |
| Willingness and ability to work both independently and collaboratively with colleagues, and to display a professional attitude | E | I |
| Strong project management skills operating across multiple disciplines | D | A/I |
| Ability to work as a part of a multidisciplinary team of researchers and clinical staff. | D | A/I |
| Willing to travel on research visit(s) to Helsinki | E | A/I |
| **UCL Ways of Working for professional services** |  |  |
| Ability to listen to others and support them with compassion | E | A/I |
| Ability to find ways to successfully work with the extended UCL community on cross-institutional projects | D | A/I |
| Ability to switch easily between tasks for different groups and stakeholders | E | A/I |

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