



UNIVERSITY OF LEEDS

## CANDIDATE BRIEF

**Research Fellow/Research Officer (Surgical Observatory), Management and Organisation Department, Leeds University Business School**



**Salary: Grade 7 (£38,205 – £45,585 p.a. depending on experience)**

**Reference: BUSMG1012**

**Fixed term (for 30 months to complete specific time limited work).**

**Location: University of Leeds campus (with scope for hybrid working)**

**We are open to discussing flexible working arrangements.**

## Overview of the Role

**Are you an early career researcher looking for your first challenge? Do you have a background in a behavioural discipline, preferably organizational psychology, organizational behaviour, social psychology, and/or human factors? Do you want to further your career in one of the UK's leading research intensive Universities?**

One in ten people need surgery each year, but waiting times are at an all-time high with 7.2 million people awaiting routine treatment. This means people are living with prolonged symptoms, added anxiety, and employment issues, in addition to paying for additional care. This affects the quality of life for patients, carers, and their families. Demand for hospital care is limited by the availability of acute care beds with over thirteen thousand patients occupying beds (one-seventh of total NHS bed capacity) who are medically fit but don't have access to suitable community and social care support. Technology can help to address these problems by making surgical care pathways more efficient. But uptake of technologies into routine care is slow with only a small number making it and benefiting patients. The new NIHR funded HealthTech Research Centre has been established to accelerate surgical care, so that technology can be used more effectively in surgery to ensure early diagnosis and personalised care; enable surgery to be more precise, less invasive, and safer; and help speed up recovery.

Based at the Management and Organisation Department, Leeds University Business School, the new Health-Tech Research Centre (HRC) is seeking a Research Fellow/Research Officer to help deliver this exciting multi-disciplinary project. You will have the opportunity to work with colleagues in our state-of-the-art Behaviour Lab, which is fully equipped with the latest technology in behavioural science. A variety of research methods will be used, including interviews, workshops, experiments, social network analysis, and both primary and secondary quantitative data analysis. Expertise in quantitative research is essential, and experience of mixed-methods research is desirable. The project will touch on medicine, engineering and technology issues in addition to behavioural and organizational factors. This is an excellent opportunity to gain applied research experience. You will be working at the forefront of today's issues in medical science, while working with a broad range of stakeholders from medicine and business, and a part of a vibrant research community within Leeds University Business School and the University of Leeds.





## Main duties and responsibilities

- Working with and in support of the HealthTech Centre research grant to ensure the project is successfully delivered;
- Writing reports, undertaking literature reviews and preparing papers for publication, with guidance as necessary;
- Working both independently and as part of a larger team of HRC researchers, and business and medical stakeholders;
- Supporting research activities, including contributing to research results and outputs, and to the generation of independent and original ideas, ensuring a successful programme of investigation;
- Conducting interviews, collating and analysing quantitative and qualitative data;
- Developing research objectives and proposals, and contributing to setting the direction of the research project and team including, where appropriate preparing proposals for funding in collaboration with colleagues;
- Taking an active lead in the design of research methodologies and materials;
- Taking an active role in the development of academic outputs;
- Leading client and stakeholder engagement activities;
- Undertaking project coordination activities commensurate with the role;
- Participating in the research group and presenting research output where appropriate;
- Contributing to research papers for publication in leading peer-reviewed academic journals and to business and public facing outputs;
- Contributing to the research culture of the School, where appropriate;
- Maintaining your own continuing professional development and acting as a mentor to less experienced colleagues as appropriate.

These duties provide a framework for the role and should not be regarded as a definitive list. Other reasonable duties may be required consistent with the grade of the post.



## Qualifications and skills

### Essential

- A first degree and PhD (or close to completion) in the subject area, or a closely allied discipline;
- A strong background in a behavioural discipline, preferably organizational psychology, organizational behaviour, social psychology, and/or human factors;
- Excellent interpersonal and communication skills, both written and verbal and the ability to communicate effectively with a wide range of stakeholders (including medical and business professionals);
- Demonstrable statistical analysis experience;
- Expertise in conducting mixed-methods research;
- Excellent time management and planning skills, with the ability to meet tight deadlines;
- A proven ability to work well both individually and in a team;
- The experience to take a lead in the design of research studies or methodologies;
- Stakeholder or client management experience;
- The ability to work unsupervised and to use your own initiative.

### Desirable

- Experience of conducting experimental studies and/or Social Network Analysis;
- Training in socio-technical systems thinking;
- Experience of conducting multi-level analysis;
- Experience of writing for business and policy audiences;
- Experience of working in or with the National Health Service (NHS);
- Experience of conducting Critical Incident Technique or cognitive interviews;
- A track record of high-quality publications in refereed journals;
- Experience of leading stakeholder workshops.

## How to Apply

To apply for this position, please submit a supporting statement as part of your application, alongside a copy of your CV. Within your supporting statement, please also advise of any dates you will not be available for interview.



## Additional information

### Working at Leeds

We are a campus based community and regular interaction with campus is an expectation of all roles in line with academic and service needs and the requirements of the role. We are also open to discussing flexible working arrangements. To find out more about the benefits of working at the University and what it is like to live and work in the Leeds area visit our [Working at Leeds](#) information page.

**Please note:** *If you are not a British or Irish citizen, from 1 January 2021 you will require permission to work in the UK. This will normally be in the form of a visa but if you are an EEA/Swiss citizen and you were resident in the UK before 31 December 2020, this will be your status under the EU Settlement Scheme.*

### A diverse workforce

As an international research-intensive university, we welcome students and staff from all walks of life and from across the world. We foster an inclusive environment where all can flourish and prosper, and we are proud of our strong commitment to student education. Within the Faculty of Business we are dedicated to diversifying our community and we welcome the unique contributions that individuals can bring, and particularly encourage applications from, but not limited to Black, Asian and ethnically diverse people; people who identify as LGBT+; and people with disabilities. Candidates will always be selected based on merit and ability. The Faculty of Business has received a prestigious Athena SWAN Bronze award from Advance HE, the national body that promotes equality in the higher education sector. This award represents the combined efforts of the Faculty and shows the positive actions we have taken to ensure that our policies, processes and ethos all promote an equal and inclusive environment for work and study.

### Information for disabled candidates

Information for disabled candidates, impairments or health conditions, including requesting alternative formats, can be found on our [Accessibility](#) information page or by getting in touch with us at [hr@leeds.ac.uk](mailto:hr@leeds.ac.uk)





## **Criminal Record Information**

### **Rehabilitation of Offenders Act 1974**

A criminal record check is not required for this position. However, all applicants will be required to declare if they have any 'unspent' criminal offences, including those pending.

Any offer of appointment will be in accordance with our Criminal Records policy. You can find out more about required checks and declarations in our [Criminal Records](#) information page.

## **Visa Information**

Please note that this post may be suitable for sponsorship under the Skilled Worker visa route but first-time applicants might need to qualify for salary concessions. For more information please visit: [www.gov.uk/skilled-worker-visa](http://www.gov.uk/skilled-worker-visa)

For research and academic posts, we will consider eligibility under the Global Talent visa. For more information please visit: <https://www.gov.uk/global-talent>

