



SECTION A: THE ROLE

Job Title:	Senior Research Fellow
Institute/Service:	Health
Job Grade:	Grade 08
Job Location:	Ambleside
Responsible To:	Professor Joy Duxbury Director of Research IoH
Responsible For:	NA
Role Purpose:	
<p>As a Senior Research Fellow you will work across nationally-leading health and care research programmes funded by the National Institute for Health and Care Research (NIHR), as part of the NIHR Applied Research Collaboration (ARC) North East and North Cumbria - 2026 to 2031 - ARC. The fellow will support the ARC in joining national research networks to deliver impactful research and knowledge mobilisation activities with partners across the health and care system.</p> <p>The post holder will be aligned to Addressing inequity in health and care systems with a focus on engaging rural and coastal communities across the ARC's research programmes, and establish inclusive communities of practice, leading programmes of research across the North East and North Cumbria and nationally, in line with the strategic aims of the theme.</p> <p>Our research priorities are to Identify, implement and evaluate opportunities to address inequity in health and care systems; Drive forward work to integrate health, care, and justice systems; Focus on structural determinants of health including employment, housing, and multiple system use; Examine the links between poor health and work, and evaluate public health policies that address these.</p> <p>As well as working within the theme, the fellow will develop joint programmes of work across our five themes:</p> <ol style="list-style-type: none"> 1. Prevention including multiple long-term conditions. 2. Addressing inequity in health and care systems 3. Supporting children, women, and family health 4. Workforce Inclusion and Innovation for Impact 5. Care Improvement and Safety <p>You will be expected to have existing and well-established networks with a range of health, social care and community-based collaborators, including across other NIHR infrastructures. Fellows will develop their own specialist research leadership while working in a pro-active</p>	

and collaborative way to deliver work addressing critical national and regional priorities. They will be adaptive and responsive to emerging system needs, benefitting from the outstanding mentoring and support environment to secure additional grant funding over the period of the role. The role holder will be required to spend 50% of their time working responsively with health and social care partners to design and deliver programmes of work.

SECTION B: PRINCIPAL DUTIES/KEY OBJECTIVES

Please list key objectives, principal duties, tasks or areas of responsibility that this role will focus on

1.	Understanding of the contemporary debates and challenges relating to the current UK health, public health, and social care system with detailed subject knowledge of related inequalities
2.	Experience of fostering collaborative links, building relationships with key partners internally and externally
3.	Evidence of research outputs and/or scholarly outputs which are of high quality and commensurate with academic standing
4.	Experience of embedding Public and patient Involvement and Engagement (PPI/E) in research.
5.	Ability to collect and analyse data (quantitative and/or qualitative) and results, and to develop conclusions from the data
6.	Ability to identify and make appropriate bids for research income
7.	Ability to write high quality reports and present findings at leading health, public health and social science conferences
8.	Ability to work independently and collaborate within a team
9.	Evidence of delivering on collaborative research projects within agreed timelines, meeting project milestones and producing research to an appropriate standard
10.	Ability to work flexibly and cooperatively to conduct high-quality research with others across a range of settings, including with public members and health and care professionals

Additional Information:

In addition to the duties listed here, you will be required to perform other duties which are assigned from time to time. However, such other duties will be reasonable in relation to the grade and the role profile set out below.

You will on occasions and in line with operational needs:

- Be required to work different hours including at weekends/evenings;
- Be required to travel to other campuses and sites as necessary.

It is the University's intention that this role description is seen as a guide to the major areas and duties for which the post holder is accountable. However, the business will change and the post holder's obligations will vary and develop. The description should be seen as a guide and not as a permanent, definitive and exhaustive statement.

Our Values:

At the University of Cumbria, our values shape the way we work, our culture and environment.

We are PERSONAL

Individuals are at the heart of what we do, and our culture of belonging recognises and supports every person. As an institution, we have mutual respect for those we work with

and for and we care about understanding each other's challenges and helping one another to thrive.

We are PROGRESSIVE

As a university we have a determination to deliver our mission, which keeps us open to opportunities in front of us. We encourage thoughtful and inspirational ideas, and we tackle problems proactively, with optimism, creativity and courage.

We are ENGAGED

As stewards of knowledge and place, it is our privilege to champion the region and advocate for the value of education. The University of Cumbria is welcoming to different perspectives, expertise and experiences and we are committed to building and nurturing strong links with our communities.

Providing an Inclusive Environment:

The University of Cumbria is committed to providing an inclusive environment, where staff, students and visitors are encouraged to be their true self, in order to enhance the individual and collective experience. As a university community, we share the social responsibility of enabling this inclusive environment by valuing, respecting and celebrating differences, to ensure that we generate a sense of understanding and belonging.

The university recognises that our differences are our strength, seeking and valuing different perspectives and ideas, in an environment that is without prejudice and bias.

We are committed to embracing our responsibility as a facilitator of change and continue to develop our equality agenda in line with and, where appropriate, beyond the Equality Act 2010. We do not tolerate discrimination, bullying or harassment in any form on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Health & Safety Statement

All employees at the University of Cumbria are required to ensure that all duties and responsibilities are discharged in accordance with the University's Health and Safety at Work policy. They should take reasonable care for their own health and safety and that of others who may be affected by what they do or do not do. Employees should correctly use work items provided by the University, including personal protective equipment in accordance with training or instructions.

PERSON SPECIFICATION

Post Title: Senior Research Fellow	Institute/Service: Health	
Criteria	Essential/ Desirable	To be identified by:
PhD in a relevant subject	Essential	Application Form
Significant experience of leading high quality applied research in health and social inequalities using relevant data analysis packages.	Essential	Supporting Statement/Interview
Significant experience in research project management and the ability to manage issues as they arise.	Essential	Supporting Statement/Interview
Breadth of experience in qualitative, quantitative and mixed methods, data collection tools, analytical approaches and methodological innovation.	Essential	Supporting statement/Interview
Ability to create impact with stakeholders through a range of dissemination tools including creative and media outputs, presentations, reports and academic papers.	Essential	Supporting statement/Interview
Experience of applying for and managing competitive bids in the field of research and the ability to work to commissioners' criteria.	Essential	Supporting statement/Interview
Ability to engage and influence a wide range of stakeholders appropriately including; the public / patients, colleagues, academics, leaders, managers and commissioners.	Essential	Supporting statement/Interview
Excellent organisational, communication and interpersonal skills to facilitate the effective deployment of resources and to work across disciplines.	Essential	Interview
Teaching experience at undergraduate and postgraduate level in an academic setting.	Desirable	Supporting statement/Interview
Supervision of postgraduate students.	Desirable	Application Form
Ability to work effectively as part of a team or self-directed	Essential	Interview

ROLE PROFILE for SENIOR RESEARCH FELLOW

1 Teaching and learning support	<ul style="list-style-type: none"> • Contribute to the teaching and learning programmes in the department. • Teach/train students and staff in various research techniques. • Supervise postgraduate research students.
2 Research and scholarship	<ul style="list-style-type: none"> • Lead individual and collaborative academic research. • Solve unique, open or unsolved research issues to meet project goals. • Disseminate research findings. • Lead in data analysis, methodology and techniques.
3 Communication	<p>Oral</p> <ul style="list-style-type: none"> • Present the results of own research at conferences within and outside of the University. • Present research results at seminars within the University. • Communicate with academic staff and peer groups of researchers on research related matters. • Discuss issues with students and staff as part of the process of supervising projects. • Communicate the aims of research at external meetings. <p>Written</p> <ul style="list-style-type: none"> • Write and/or contribute to research reports and publications. • Write and/or contribute to funding applications. • Write research articles or newsletters. • Written communications to a wide range of internal and external contacts concerning research matters.
4 Liaison and networking	<ul style="list-style-type: none"> • Develop external networks. • Collaborate actively within and outwith the institution to complete research projects and advance thinking. • Occasional invited speaker. • Seek sources of additional funding and generate income.
5 Managing people	<ul style="list-style-type: none"> • As Team Leader, develops the team.
6 Teamwork	<ul style="list-style-type: none"> • Leader of research project(s) and their associate team(s).
7 Pastoral care	<ul style="list-style-type: none"> • Provide pastoral care and welfare support to team supervised. • Responsible for welfare issues relating to project staff and participants as part of ethical research risk assessments.
8 Initiative, problem-solving and decision-making	<ul style="list-style-type: none"> • Resolve practical and theoretical problems concerning the conducting, validation and reporting of research. • Take initiative on the development of ideas for generating income and promoting a substantial area of research. • Resolves the day to day problems associated with the management of projects. • Individual: budget management at the individual project level. Ethics risk assessment decisions. May decide who should speak to the media in response to a request. • Joint: research programmes and methodologies. • Advice: advise colleagues internally and externally on areas of specialism.
9 Planning and managing resources	<ul style="list-style-type: none"> • Responsible for the management of specified project(s).

	<ul style="list-style-type: none"> • Contribute to the management and planning of resources (financial, equipment, people) across areas of research.
10 Sensory, physical and emotional demands	<ul style="list-style-type: none"> • Examples of demands depend on the nature of the research, and range from normal (straightforward) computer use (at the lowest level) through to use of complex tools, equipment and instruments.
11 Work environment	<ul style="list-style-type: none"> • May be required to respond to situations where people are angry, emotional and/or distressed. • May be exposed to a variety of other safety hazards, depending on the nature of the research e.g. chemicals or other hazards in a laboratory. • May be responsible for the safety of others, e.g. in fieldwork situations.
12 Expertise	<ul style="list-style-type: none"> • Possess sufficient breadth and depth of knowledge in discipline to develop research project(s).