

Job Description and Person Specification

HDRC Research Practitioner

A Lambeth to be proud of



Job Title: HDRC Research Practitioner
Department: Integrated Health & Adult Social Care
Division: Public Health
Business Unit: Health Determinants Research Collaboration (HDRC)
Grade: PO5
Responsible to: HDRC Research Manager
Responsible for:

Context

In October 2022, London Borough of Lambeth was awarded research funding from the National Institute for Health and Care Research (NIHR) for a new Health Determinants Research Collaboration (HDRC). NIHR is England's largest funder of health and care research with a mission to improve the health and wealth of the nation through research.

The purpose of HDRCs is to enable local authorities to become more research-active, undertake new research and evaluation activities, and use existing evidence to inform decision-making. HDRCs have a central focus on health inequalities and actions to tackle problems faced by disadvantaged groups and areas.

Lambeth HDRC was developed in collaboration with King's College London (KCL) and Black Thrive. We work with our local communities, voluntary and community sector organisations, universities and other system partners to understand and act on the wider determinants of health and reduce longstanding health inequalities. The postholder will be part of the Lambeth HDRC research team.

The HDRC strategic framework includes four pillars: infrastructure building, capacity & capability building, community knowledge and knowledge mobilisation. The postholder will be expected to contribute to all four pillars, with a particular emphasis on infrastructure building.

This is a fixed-term whole time (1.0 FTE) contract until September 2027.

Job purpose

The HDRC Research Practitioner will lead the development and conduct of research and evaluations, and lead or contribute to grant proposals on research to address the wider determinants of health. The postholder will work closely with a range of stakeholders to build research infrastructure and foster a sustainable culture of evidence-informed decision-making in Lambeth Council. The postholder will be instrumental in developing the interface between researchers, practitioners and policymakers.

Responsibilities

Role-specific responsibilities

1. Support the delivery of the HDRC research strategy, working closely with a range of stakeholders.
2. Provide the technical expertise for conducting research and managing the interface between researchers, practitioners and policymakers.
3. Work with a wide range of stakeholders, including other researchers, on research and evaluation activities relating to the wider determinants of health that the council is responsible for delivering.
4. Develop collaborations with KCL, and other researchers and research groups studying the wider determinants, to form new research initiatives.
5. Apply for internal and external funding opportunities relevant to public health and social care.
6. Search and review literature as needed.
7. Design and deliver research studies on the wider determinants of health and evaluate impacts on communities.
8. Publish/present findings in research publications and at public-facing events in both written and oral formats.
9. Perform research duties as assigned by the Director of Lambeth HDRC.
10. Assess and prioritise requests, based on HDRC priorities and capacity within the team, and plan how to deliver them; making sure that high-quality outputs are delivered in response to requests and that requirements are met.
11. Support the development of research capability and capacity across the council and its partners.
12. Work with the wider HDRC team to develop context-specific guidelines and training materials to build capacity among colleagues and community groups.
13. Build and support a research community of practice, working with colleagues across the council who have existing research capabilities, to embed recognised standards of good practice in relation to quantitative and qualitative research.
14. Supervise and support the professional development of staff and research assistants, and students where appropriate.
15. Work flexibly in undertaking the duties and responsibilities of this job and participate as required in multi-disciplinary, cross-departmental or cross-organisational groups and task teams.

General responsibilities

1. Take responsibility for ensuring that council statutes and government legislation are upheld in the course of delivering the programme.
2. Take responsibility for ensuring compliance with council policies and procedures aimed at promoting and safeguarding the welfare of vulnerable children and adults.
3. Take responsibility for tackling racism and promoting good race, ethnic and community relations.
4. Undertake any other duties that may be required. These may be varied from time to time to meet the needs of the programme.

PERSON SPECIFICATION

It is essential that in you can meet the following requirements for the role and be able to give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A). You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted. If you are applying under the Disability Confident scheme, you will need to give evidence or examples of your proven experience in the areas marked with “Ticks” (✓) on the person specification when you complete the application form.			Shortlisting Criteria
Key Knowledge	K1	Good knowledge and experience of using research methods	A ✓
	K2	Good understanding of, and familiarity with, health and care data	A ✓
	K3	Good knowledge and experience of using evaluation methods	A
	K4	Good knowledge of working in both a research environment as well as a health or social care environment	A
	K6	Good understanding of the wider determinants of health and relevant literature	A ✓
	K7	Good working knowledge of reviewing literature	A ✓
	K8	Good knowledge and experience of research and information governance	A
Relevant experience	E1	Experience of delivering continuing professional development or adult learning	A ✓
	E2	Experience of working with specialist data analysis software (e.g. NVivo, Stata, SPSS or R)	
	E3	Experience of research writing and writing for the public	
	E4	Experience of project management	A ✓
	E5	Experience of collaborative working across multiple disciplines and/or agencies; experience of successful grant applications	
Qualification		Educated to Master’s level (MSc) in public health, epidemiology, social sciences or a related discipline or an equivalent professional qualification	A ✓

Core values and behaviours		Equity • Listen to the views of others and ask for their opinions making sure that everyone in my team inputs into the things that matter. • Ensure fairness and justice is at the heart of my decision making and support to my team and others. • Take time to build trust, building the respect of our stakeholders and ensuring as a team we take accountability for doing what we agree to do. • Develop others and ensure we work as one team for Lambeth, encouraging everyone to play their part • Take positive action to ensure everyone in my team has opportunities to learn and grow at work • Encourage everyone to be themselves at work and value who they are • I am inclusive and actively celebrate diversity, recognising everyone in my team as individuals.	
		Kindness • Treat each member of my team with respect and dignity just as I would want for myself. • Encourage each member of my team to do their very best work and am available to them to provide support and guidance. • Personalise my support to each team members and look out for them, lending a hand wherever I can • Encourage everyone to try and learn from mistakes and use integrity to take action with my team to put things right together • Work with empathy seeking to understand each and every member of team, their unique perspective and circumstances and ensure everyone is heard • Take the time to communicate, being honest, open and genuine and taking the time to get to know team members as individuals. • Show compassion and patience recognising that everyone in the team has unique experience and celebrating the great work they do for Lambeth. • Look after the health and wellbeing of my team members and encourage open and regular discussions about the issues that impact on them, working together to find solutions.	
		Accountability • I encourage and support my team to do the right thing even when it's tough and we communicate our decisions in a timely way • I ensure my team and employees take individual and collective accountability for performance and delivery, making sure that they have clear plans and performance objectives. • I ensure my team plan ahead, getting the basics right and take swift action when problems arise • I encourage my team to be risk aware and ensuring that our decisions and actions are informed and understood and communicated to others.	

		• I provide regular, timely and constructive feedback to my team members on their performance and behaviours and act quickly when performance is not on track. • I share my learning, knowledge and skills with others thorough coaching and mentoring and encourage others to do the same. • I ensure that my team and I put residents, communities, customers and their needs at the centre of everything we do. • I encourage my team to learn and grow and ask questions to find the information they need to do their jobs	
		Ambition • Am proud of our borough and my team and encourage everyone in the team to aim for the highest possible standards of excellence in everything we do. • Encourage my team to be flexible and try new things when it's appropriate to do so and tell me what could be improved. • Promote a one team for Lambeth approach reaching out to our stakeholders to face our challenges together • Encourage and support my team to be courageous for our residents and communities and stop at nothing to ensure they have the best possible outcomes • I make time for the team to Innovate and look for creative ways to do things better, being curious about possibilities. • Positively challenge and encourage the team to collaborate and look for solutions together across service and team boundaries. • Make time for my team to grow and develop taking advantage of opportunities to learn from each other and others. We plan our learning and career growth.	