Further Particulars – Part-Time Research Officer

Assessing the Impact of Leadership Development Programmes for Clinicians

Salary: University scale 6.1, £14.41 per hour

Reporting to: Academic Projects Manager – pastoral and practical guidance
Leader of the Study – Dr Paul Brankin

Location: Must live or work within Oxford city.

Background to GTC

Green Templeton College (GTC) is the University of Oxford’s newest college. We are international in membership and outlook, lively and supportive in spirit, with an intellectual agenda focusing on issues relating to human welfare.

GTC is a graduate college with approximately 500 students, 80 fellows and 50 members of staff aiming to lead the way in postgraduate education at the University of Oxford. It aims to be a truly contemporary college: friendly, informal, outward-looking, and future-focused in a traditional Oxford setting.

GTC is situated between the Radcliffe Observatory and Observatory Street on Woodstock Road, within easy walking distance of the City Centre, the Saïd Business School, and the University Science Area.
Background to the Management in Medicine (MiM) Initiative

The GTC Management in Medicine (MiM) Programme has been established to encourage trainee doctors and other healthcare professionals to consider leadership roles in their careers and to help them develop their management and leadership skills. The MiM Programme has now been running for seven years. During that time some 600 trainee doctors have attended MiM events. Assessing the impact of the programme is of increasing importance for its future development.

The University of Oslo and Oxford Brookes University also run leadership development programmes for clinicians and the aim of the proposed study is to examine the impact of these three different programmes on clinicians taking part in them. Each of the participating institutions will interview individuals who have undertaken their particular leadership programme, using an identical set of interview questions and guidelines. The data will be analysed using the same approach and methods by researchers from the three institutions working in collaboration.

Job Description

Main Purpose of Job:

The Research Officer will be involved in a collaborative research project with the Medical School at the University of Oslo and the Faculty of Health and Life Sciences at Oxford Brookes University, exploring the impact of leadership and management development programmes aimed at and undertaken by clinicians, including doctors, nurses and allied health professionals.

The Research Officer will work under the supervision and guidance of College Fellows who have conducted similar research studies before

Duties and Responsibilities:

- Work as part of a team to finalise the detailed design of the project.
- Conduct research involving primary data collection.
- Conduct interviews, in person and by phone, with trainee doctors who have participated in the MiM Programme, to explore the impact of the programme on their career planning and decision making.
- Analyse interview data using systematic techniques and qualitative analysis software.
- Prepare manuscripts for publication and presentation based on interpretations gleaned from the data.
Research Officer – Person Specification

- Must be an experienced post-doctoral researcher with a doctorate in a relevant field.
- Experienced and interested in conducting research involving primary data collection.
- Previous experience of qualitative and quantitative research
- Able to work independently and on own initiative, as part of a multi disciplinary team
- Must live or work within Oxford city and be able to work from own premises
- Experience of obtaining ethical approval for research involving interviews with doctors would be a distinct advantage
- Prior academic publishing experience is desirable
- Applicants with backgrounds in medicine, nursing, sociology, psychology, management or anthropology will be considered.

Terms and Conditions of Employment

Employer: Green Templeton College. The College is an independent employer and does not automatically apply University of Oxford employment terms and conditions or policies.

Location: Office space cannot be provided and the post holder will be expected to work from their own premises.

Hours: 10 hours per week over one year, or 20 hours per week over six months, to be worked flexibly by agreement.

Salary: University Salary Scale 6.1, £14.41 per hour

Holiday: Pro-rata of 38 days per annum (including Bank Holidays and college closure days).

Sickness: Related to the length of service, rising to six months full pay and six months half pay after five years of service.

Pension: Subject to the rules of the scheme, the post holder is entitled to membership of USS.
* Free lunches are provided during your working hours when the kitchens are open.

** Parking is available on site on a first come first served basis. This is not a contractual benefit and may be removed if the needs of the College change.

**How to apply**

To apply, please submit the following to hr@gtc.ox.ac.uk:

- A comprehensive curriculum vitae giving details of relevant achievements as well as your educational and professional qualifications.

- A covering letter that summarises your interest in this post, providing evidence of your ability to match the criteria outlined in the Person Specification.

- Details of your latest salary, notice period and names and contact details of two referees. We will assume that we are free to approach referees at any stage of the application process unless the applicant states otherwise. Please state such requirements explicitly alongside the details of the relevant referee(s);

  * To assist with arranging interviews it would be helpful if applicants could provide a daytime telephone number on which they may be contacted.

It is possible, but not preferred, to send applications by post to Human Resources Department, Green Templeton College, Woodstock Road, Oxford OX2 6HG.

**Recruitment Timetable:** The closing date is 12 noon on Monday 5th March 2018 and interviews will be held on Tuesday, 27th March 2018. As there are several staff members involved in the selection process it will not be possible to alter the interview date.

In the interests of economy we will only contact those candidates who have been shortlisted for interview and they will be informed by telephone or email. If you do not hear from us within two weeks of the closing date please assume that you have not been shortlisted on this occasion.

**Data Protection**

All data supplied by applicants will be used only for the purposes of determining their suitability for the post, and will be held in accordance with the principles of the Data Protection Act 1998 and the University’s Data Protection Policy.