

## Mid-Career Post-Doctoral Fellowship for Primary Care Scientists

### Further Particulars and Application Process

An exciting opportunity has arisen at the Centre for Academic Primary Care, University of Bristol, which is offering a Post-Doctoral Fellowship for mid-career primary care scientists, funded by the NIHR School for Primary Care Research (<http://www.spcr.nihr.ac.uk/>), a partnership between nine leading academic centres for primary care research in England. The School's main aim is to increase the evidence base for primary care practice through high quality research and strategic leadership. The mid-career Post-Doctoral Fellowship provides funding for up to 3 years (up to 0.7 WTE) and the appointee will be based in the Centre for Academic Primary Care at the University of Bristol. The Fellowship will support an exceptionally able primary care scientist to transition to become a fully independent investigator, with a portfolio of research related to one of the themes of the Centre for Academic Primary Care.

We welcome applications from individuals from a range of backgrounds such as health services research, economics, medical statistics, medical sociology, health psychology or human geography. Applicants must have a track record in conducting research of relevance to primary health care and in generating important research questions affecting primary health care. We wish to attract applicants who have experience of undertaking primary care research, and have already started to lead primary care research (as a co or principal investigator) that results in high quality peer-reviewed publications. Candidates must have: completed a PhD in an area of relevance to primary health care; be able to demonstrate the capacity to generate research questions and designs appropriate for primary care; have seen research projects through to successful completion; have an excellent publication record; and shown their capacity to attract research funding. The applicant's proposed research must relate to one of the research themes of the Centre for Academic Primary Care (<http://www.bristol.ac.uk/primaryhealthcare/researchthemes/>). Candidates will be expected to come up with a personalized training plan to enable them to progress to fully independent research leaders. There is no restriction on the number of years since completion of the PhD.

The Fellowship holder will be expected to build their own research portfolio as principal or co-principal investigator, in collaboration with others within the Centre for Academic Primary Care. Although we seek to appoint someone with the drive and ambition to ultimately lead their own research programme, it is also important that the successful applicant contributes to the intellectual life of the Academic Centre and the School, and to a co-operative, collaborative and productive working environment.

The Centre for Academic Primary Care at the University of Bristol ([www.bris.ac.uk/primaryhealthcare](http://www.bris.ac.uk/primaryhealthcare)) is one of the leading centres in England for academic primary care which form the NIHR School for Primary Care Research. We are a large, friendly and thriving centre within the School of Social and Community Medicine, which has an international reputation for research and teaching in population health sciences, with centres of excellence in genetic and life-course epidemiology, public health, health services research, medical ethics, medical statistics and health economics. We provide high quality teaching throughout the undergraduate medical curriculum and conduct rigorous research within a number of themes relating to primary care and

general practice. The Centre for Academic Primary Care currently numbers around 90 people, consisting of academic health professionals (GPs and nurses), statisticians, social scientists, health economists and support staff. Our multidisciplinary profile is reflected in our research. We use a range of research methodologies, both quantitative and qualitative.

We offer excellent training opportunities via an internationally recognised programme of high quality intensive short courses offered within the School of Social and Community Medicine. These courses cover a range of health services research and epidemiological methods, as well as generic research skills. We have an outstanding track record of helping academic trainees to obtain prestigious externally funded research fellowships at a range of levels to progress their careers.

We conduct research within two broad themes:

**Management of disease:** Studies of the diagnosis and clinical management of illness mainly treated in primary care, with a focus on: activity, addiction, cancer, cardiovascular disease, childhood health, depression and anxiety, domestic violence, eczema, infection, and musculoskeletal conditions.

**Organisation and delivery of care:** Studies of the role of primary care within the health care system, with a focus on: commissioning and quality, service delivery, avoidable hospital admissions, multimorbidity and long term conditions, and complementary therapies.

We also conduct methodological research in collaboration with groups such as The MRC ConDuCT-II Hub for Trials Methodology Research and the Bristol Randomised Trials Collaboration (BRTC), located within the School of Social and Community Medicine.

All of our research aims to impact primary care practice and health policy. Aided by our Knowledge Mobilisation team, we seek to generate knowledge that is accessible and useful to academics, commissioners, clinicians, service providers, social care, the voluntary sector and the public. We are a member of Bristol Health Partners, a dynamic collaboration between four NHS Trusts serving the area, the city's two universities and its local authority. The aim is to generate significant health gain and improvements in service delivery in Bristol by integrating, promoting and developing Bristol's strengths in health services, research, innovation and education.

We are committed to involving patients and the public in our research at all stages, and have established Patient and Public Involvement (PPI) groups engaged with each of our research themes.

## Person Specification

The qualifications, skills, knowledge and experience outlined below provide a summary of what is expected from the person appointed to the Primary Care Scientist Launching Fellowship. They also form the selection criteria on which the decision on who to appoint will be made. Please ensure that your application form and CV demonstrate how you meet the criteria outlined below.

### Relevant Experience, Skills and Knowledge

#### Essential

- Excellent understanding of important issues for primary care
- Expertise in health services research using quantitative or qualitative methods (or both)
- Experience of developing own innovative research ideas with relevance for primary care
- Substantial experience of conducting applied health research with relevance to primary care
- Track record of winning external grant funding
- A strong record of peer-reviewed publications
- Developing national or international academic collaborations
- Research interests and expertise which build on or complement existing research themes within the Centre for Academic Primary Care
- Knowledge and experience of ethics and research governance approval systems

#### Desirable

- Experience of managing research
- Experience of supervising junior research staff
- Relevant under-graduate or post-graduate teaching experience
- Knowledge of NHS policy on R&D and modernising the NHS
- Involved in wider scholastic projects (e.g. peer reviewing grants or papers)

### Relevant Qualifications

#### Essential

- PhD in a relevant discipline

#### Desirable

- Masters degree in a relevant discipline

### Communication and Interpersonal Skills

#### Essential

- Fluent in English with excellent oral and written communication skills
- Commitment to team-working, and respect and consideration for the skills of others
- Ability to work effectively in a multidisciplinary team, with health professionals, academic clinicians, methodologists and primary care scientists
- Self-motivated, pro-active, innovative, and able to use initiative where appropriate
- Adaptable to situations and able to handle people of all capabilities
- Hardworking and able to prioritise work to meet tight deadlines
- A 'can do' attitude
- Willing and able to work collaboratively to ensure the continued success of the Centre and School

#### Desirable

Additional Criteria	
Essential	Desirable
<ul style="list-style-type: none"> <li>• Commitment to improving the health of patients within the NHS</li> <li>• Computer literate, including competence in Microsoft Office packages</li> <li>• Competence with relevant data analysis software, for example statistical or qualitative</li> <li>• Able to travel to other parts of the University or NHS primary care settings to develop research ideas, some of which may not easily accessible by public transport.</li> </ul>	

### Applicant suitability and eligibility

Applicants should have: a genuine interest in primary care; a track record of conducting research of relevance to primary care; a demonstrable commitment to one of the research themes within the Centre for Academic Primary Care; a strong publication record; the potential to be a future leader in primary care research; and excellent team working skills, able to function autonomously yet work collaboratively with others. The Centre for Academic Primary Care has an outstanding track record in supporting individuals to gain external Fellowships at a range of levels, from pre-doctoral to Senior Investigator, and in securing prestigious grants from bodies such as the NIHR.

The mid-career post-doctoral Fellowship is aimed at experienced primary care scientists (non-clinical) who are at the point of becoming fully independent researchers. It will provide funding to help the person establish themselves as an independent researcher, building a portfolio of research related to one of the research themes within the Centre for Academic Primary Care. The Fellowship is likely to be used in the following ways: to bridge an experienced mid-career researcher between grants, to allow them to prepare grant applications to be submitted to prestigious funders (e.g. NIHR) and enable them to write high quality peer reviewed publications from their research. It will prepare the person to become a fully independent researcher by the end of the Fellowship, recognised for the excellence of their research.

### Allowed costs

Awards will cover the applicant's salary at K grade level on the University of Bristol pay scale (£41,255 to £47,801).

Funding is available for up to 3 years working up to 70% full time equivalent. The post is open to individuals who wish to work more hours over a shorter time period, with approval from the Head of the Centre for Academic Primary Care (Professor Salisbury). A small budget for research expenses may be made available where appropriate, depending on the candidate's proposed programme of work.

### The Mid-Career Post-Doctoral Fellowship for Primary Care Scientists will offer

- A salaried position funded by a prestigious body (the NIHR School for Primary Care Research) to enable you to fully establish yourself as an independent investigator, leading a portfolio of research related to one of the themes within the Centre for Academic Primary Care

- Access to a range of methodological and topic-based expertise within the Centre for Academic Primary Care and the wider School of Social and Community Medicine, to support your research portfolio
- Advice on crafting grant applications and research leadership from experienced researchers familiar with your field
- Support with the grant application process, including suitable funding sources, costing the proposal and peer review of your application
- Support with developing your publication record, including advice on journals and writing papers
- Access to outstanding career development and training opportunities within the School of Social and Community Medicine and the wider University.

### Further information

For further details or an informal discussion about the mid-career post-doctoral Fellowship, please contact Dr Alison Heawood ([ali.heawood@bristol.ac.uk](mailto:ali.heawood@bristol.ac.uk)) or Professor Chris Salisbury ([c.salisbury@bristol.ac.uk](mailto:c.salisbury@bristol.ac.uk)).

### Application process

Prior to application, potential candidates should visit the website for the Centre for Academic Primary Care (<http://www.bristol.ac.uk/primaryhealthcare/>) to find out more about the themes and current programmes of research within the Centre and identify members of academic staff who could act as collaborators for the applicant's proposed research. Collaborators may provide topic or methodological expertise, or both. Potential applicants should make informal contact with at least one staff member from the Centre for Academic Primary Care to discuss their research ideas for *before* submitting their application. Potential collaborators should be named within the application.

Please submit:

- A completed application form
- A full CV ((including a full list of grants and publications, and the names and contact details of three academic referees)

### Selection process

Shortlisted candidates will be invited for an interview at the Centre for Academic Primary Care, University of Bristol. The interview will include a short presentation to the selection panel, detailing the candidate's proposed programme of work for the mid-career post-doctoral Fellowship and plans for their future career.

### Deadline

Applications should be submitted to Nancy Horlick ([nancy.horlick](mailto:nancy.horlick)) by **09:00 (GMT) 25<sup>th</sup> February 2016**.

It is anticipated that interviews will take place during March 2016.