

THE UNIVERSITY OF MANCHESTER

PARTICULARS OF APPOINTMENT

FACULTY OF BIOLOGY, MEDICINE & HEALTH

SCHOOL OF HEALTH SCIENCES

DIVISION OF PSYCHOLOGY AND MENTAL HEALTH

**RESEARCH ASSISTANT / RESEARCH ASSOCIATE, NIHR GREATER MANCHESTER PATIENT
SAFETY RESEARCH COLLABORATION**

VACANCY REF: BMH-030071

Salary: Grade 5 or 6 £32,080 to £46,049 per annum Pro rata according to relevant experience

Hours: 0.7 FTE (a lower part-time FTE will be considered by negotiation)

Duration: Fixed term until 31 March 2028

Location: Oxford Road, Manchester

Enquiries about the vacancy, shortlisting and interviews:

Line Manager: Dr Leah Quinlivan

Email: leah.quinlivan@manchester.ac.uk

The University of Manchester

The University of Manchester is the largest single-site university in the UK with around 38,000 students and more than 11,000 staff. We are committed to expanding our world-leading research and exploiting our capability for interdisciplinary research; transforming the way our students learn to make them the most employable graduates and truly global citizens; and ensuring that all our activities make a positive difference to society. The new vision and strategic plan for The University of Manchester will take us into our third century. It builds on a rich heritage of discovery, social change and pioneering spirit that is at the heart of our university and our city region.

To achieve our ambitious goals, we aim to attract and retain the very best people to work across a range of academic disciplines and support functions.

The Faculty of Biology, Medicine and Health (FBMH)

The Faculty of Biology, Medicine and Health is comparable in size to a medium-sized UK university. Thirty undergraduate and 90 postgraduate programmes offer our students opportunities to develop the skills and knowledge they need for a successful career.

The Faculty has an integrated structure, developed to deliver its key research and innovation goals (I) to undertake world-class discovery science, (II) to develop new approaches to prevention and early detection of disease, and (III) to develop the next generation of person-centred therapies. This

structure facilitates interdisciplinary working and enables us to learn from each other and share best practice, articulate our research strengths, drive large-scale, collaborative research activities, and strengthen relationships with our research and healthcare partners. The integration of discovery biology, clinical application, and patient care within a single Faculty, particularly in a region with notable health inequality, provides us with a real opportunity to have a very significant and positive impact on people's lives

Our strategic partnerships

The Faculty has established a number of key strategic partnerships that underpin its ambitions to develop ground-breaking research. Working alongside six local NHS Trusts, the Faculty is a key member of the Manchester Academic Health Science Centre (MAHSC) - a federation of equal partners that unites leading healthcare providers with world-class academics and researchers. It aims to be a global centre for the delivery of applied health research and education and provide leadership for our local and regional health systems.

Partnerships across the breadth of the University, including UoM Digital Futures, the Alliance Manchester Business School, the Henry Royce Institute, and the Christabel Pankhurst Institute for Health Technology Research and Innovation, provide significant opportunities for interdisciplinary research. Key partnerships in the charitable sector include British Heart Foundation; Cancer Research UK; Diabetes UK; Stroke Association; Kidney Research UK, Alzheimer's Research UK; and the Wellcome Trust. The Faculty also has research and funding links to a number of commercial organisations including Unilever, AstraZeneca, GlaxoSmithKline and Boots, who will help us to bring new drugs and products to the market.

Working for the University of Manchester

The University of Manchester strives to make our community a welcoming, caring and enthusiastic one, fuelling ambition with opportunities and support to help us all achieve our personal and professional goals.

Our diverse job opportunities include an attractive benefits package with family-friendly policies that provide for flexible working. We care deeply about career and personal development, offering a structured induction programme for new staff, an annual performance and development review, staff training for all career stages and mentoring opportunities to support your career development.

We have a genuine commitment to equality of opportunity for our staff and students and are proud to employ a workforce that reflects the diverse community we serve. Equality, diversity and inclusion is fundamental to the success of The University of Manchester and is at the heart of all of our activities. The full equality, diversity and inclusion statement can be found on the website <https://www.bmh.manchester.ac.uk/study/research/apply/equality-diversity-inclusion/>

As a global institution, situated at the heart of a lively, culturally diverse city, we welcome applicants of all nationalities. To help international job applicants plan for life in the UK, we have put together some useful information on passports and visas, travel to the UK, accommodation and a number of other practical considerations.

NIHR GREATER MANCHESTER PATIENT SAFETY RESEARCH COLLABORATION

The University of Manchester has been awarded funding to establish the National Institute for Health and Care Research (NIHR) Greater Manchester Patient Safety Research Collaboration (PSRC). Our

PSRC will be one of six new collaborations nationally and will, with our university partners in Leicester and Nottingham, address strategic patient safety challenges by developing and testing innovations, approaches, and interventions to improve patient safety. Working in partnership with patients, carers, health and care professionals, the GM PSRC will focus on the following innovative research themes:

- 1. Improving Medication Safety.** Optimising medication safety is an important strategic priority for the NHS and an essential component of patient safety practices. Our research will determine the most cost-effective medication safety interventions to enable the NHS to maximise impact with the limited resources available; we will improve computerised decision support to reduce unsafe prescribing; we will further develop and evaluate methods of identifying hazardous prescribing to prevent patients from being exposed to unnecessary harm from medicines. This theme is led by Prof Tony Avery and Prof Darren Ashcroft.
- 2. Enhancing Cultures of Safety.** Efforts to develop positive organisational cultures and practices are fundamental to improving patient safety in health and social care. Our research will target the key challenges of 'speaking up about safety' across a diverse health and care workforce, operationalising patient safety across multiple organisations, and organisational responses to the complex and evolving landscape of patient safety regulations and guidance. This theme is led by Prof Natalie Armstrong and Prof Carolyn Tarrant.
- 3. Developing Safer Health and Care Systems.** This theme will focus initially on three strategic priorities to tackle health inequalities and improve patient safety across systems of care: 1) acute kidney injury (AKI) affects around 500,000 people in England annually. We will evaluate the potential cost-effectiveness of alternative approaches to reducing the high rates of unplanned hospital readmissions for this vulnerable group with complex needs; 2) We will evaluate the safety impacts of virtual wards for people with long-term conditions in terms of risk management, communication, patient experience and outcomes. We will co-produce interventions for optimising patient safety for remote care, especially for people in underserved communities; 3) To reduce a 20-year disparity in life expectancy, we will evaluate a new national service model for people with Learning Disability and/or Autism (LD&A), leading to the co-design and testing of a Learning Healthcare System. This theme is led by Prof Caroline Sanders and Dr Tom Blakeman.
- 4. Preventing Suicide and Self-harm.** We will use our world-leading research expertise in suicide and self-harm to establish what new service developments work best for which patients, and how inequalities in accessing and benefiting from services may be narrowed. We will develop innovative interventions to enhance service delivery and apply them to prevent self-harm and suicides across health and social care systems. This theme is led by Prof Nav Kapur and Prof Roger Webb.

We are a friendly, multi-disciplinary team, with expertise including behavioural science, social research, health services research, epidemiology, health economics, safety science, digital patient safety solutions, health informatics, intervention development and evaluation.

Overall Job Purpose

You will contribute to the delivery of a portfolio of projects within the Preventing Suicide and Self-harm PSRC theme, along with collaborating across themes and with patients, members of the public, NHS staff and other stakeholders, including NIHR research organisations and industry partners.

Across all themes and projects, critical to the role will be engaging with patients, clinicians and other stakeholders to design and conduct research, and ensure the wider impact of your findings. There will

be a cross-theme focus on inequalities in safety and all research staff will come together to support this research agenda. All researchers are expected to actively engage with PSRC operations, and our vibrant research culture and will benefit from the opportunity for career development as part of our research capacity development programme. Post-holders will also be eligible to become NIHR Academy members and have access to additional training and development opportunities.

Our Patient Safety Research Collaboration hosts many externally funded patient safety research projects. This means that within your role you will have the opportunity to collaborate with and be a part of a large, multi-disciplinary team. We are committed to equality, diversity and inclusion in our research team, processes and research priorities and are always seeking to review and improve this. We actively encourage applicants from a broad range of backgrounds. We will support your career development and mentoring will be available to all. We have strong links with many universities and other research centres and there will be opportunities for secondments, training and conferences at and with these broader networks. Previous post holders have gone on to more senior positions in research, education and policy.

Key Accountabilities, Responsibilities, and Tasks
Research Assistant (Grade 5)
<ul style="list-style-type: none"> • Provide support to the chief investigator, programme manager, and fellow researchers as appropriate
<ul style="list-style-type: none"> • Assist with negotiating access to interview sites, including arranging appropriate personal permissions and undertaking any related training (such as health & safety inductions) required.
<ul style="list-style-type: none"> • Undertake qualitative interviews with participants as directed/instructed/requested by the Theme leads and/or line manager
<ul style="list-style-type: none"> • Maintain accurate research records, research databases, data recordings/depositions and reflective research diary
<ul style="list-style-type: none"> • Assist with qualitative analysis and writing up the research results, including publications, alongside the Line manager, Theme Leads and/or other members of the PSRC
<ul style="list-style-type: none"> • Contribute, as appropriate, to production of research reports
<ul style="list-style-type: none"> • Assist the preparation of relevant information and data for presentation at meetings or conferences
<ul style="list-style-type: none"> • Attend and contribute to relevant meetings as requested
<ul style="list-style-type: none"> • Liaise with a network of internal and external contacts to assist with the work on the project as appropriate
<ul style="list-style-type: none"> • Deal with problems which may affect the achievement of research objectives and deadlines
<ul style="list-style-type: none"> • Work well with minimum supervision, and as part of a team, with a knowledge of when to ask for help
<ul style="list-style-type: none"> • Conduct oneself in a professional manner in research settings and form relationships, with community partners, for potential future collaboration
<ul style="list-style-type: none"> • To be familiar with research ethics requirements and the principles of good research practice and data protection

<ul style="list-style-type: none"> • Be aware of risks in work environment and their potential impact on their own work and that of others including Risk assessment, health and safety and lone worker policies in all environments in which research is conducted
<ul style="list-style-type: none"> • Any other duties as may be reasonably required within the general scope of the role
<ul style="list-style-type: none"> • Post holders are required to familiarise themselves with the University's Equality and Diversity policies and to actively support these wherever possible

Our vision for the

new PSRC is to co-produce, implement and evaluate innovative solutions to make care safer for patients and their families. These will be grounded in an understanding of the realities of health and social care systems, particularly in this COVID-19 recovery period. We understand that healthcare is delivered and experienced by patients across a complex health and social care system. Acknowledging and embracing this complexity is essential if we are to deliver effective solutions to patient safety problems. Our themes of work address three of the strategic patient safety challenges specified in this funding call and align with the research needs identified by NHS England and NHS Improvement.

Key Accountabilities

Research Associate (Grade 6)
<ul style="list-style-type: none"> • Provide support to the Theme Leads, Line Manager, and fellow PSRC researchers as appropriate
<ul style="list-style-type: none"> • Take a lead on negotiating access to interview sites, including arranging appropriate personal permissions and undertaking any related training (such as health & safety inductions) required.
<ul style="list-style-type: none"> • Plan, conduct, record and report on interviews, with participants, as directed/instructed/requested by the Theme Leads and/or Line manager, or other collaborators
<ul style="list-style-type: none"> • Maintain accurate research records, research databases, data recordings/depositions and reflective research diary
<ul style="list-style-type: none"> • Lead on the qualitative or mixed-methods data analysis and writing up the research results, including publications, alongside the PSRC team
<ul style="list-style-type: none"> • Contribute, as appropriate, to production of research reports
<ul style="list-style-type: none"> • Prepare relevant information and data for presentation at meetings or conferences
<ul style="list-style-type: none"> • Attend and contribute to relevant meetings as requested
<ul style="list-style-type: none"> • Training, advising and supervision of research assistants and students
<ul style="list-style-type: none"> • Liaise with a network of internal and external contacts to assist with the work on the project as appropriate
<ul style="list-style-type: none"> • Deal with problems which may affect the achievement of research objectives and deadlines
<ul style="list-style-type: none"> • Work well with minimum supervision, and as part of a team, with a knowledge of when to ask for help
<ul style="list-style-type: none"> • Conduct oneself in a professional manner in research settings and form relationships, with community partners, for potential future collaboration
<ul style="list-style-type: none"> • To take the lead on any new applications or amendments to existing research ethics approvals, in line with the principles of good research practice and data protection
<ul style="list-style-type: none"> • Be aware of risks in work environment and their potential impact on their own work and that of others including: Risk assessment, health and safety and lone worker policies in all environments in which research is conducted.
<ul style="list-style-type: none"> • Any other duties as may be reasonably required within the general scope of the role

• Post holders are required to familiarise themselves with the University's Equality and Diversity policies and to actively support these wherever possible

You will work closely with the Research Theme Leads and Dr Leah Quinlivan in contributing to the delivery of patient safety research programmes. You will be substantively involved in patient and public involvement (PPIE), study design, recruitment, data collection, analysis and leading/ co-authoring publications. The role will also include obtaining ethical and governance approvals, completing systematic reviews, designing and conducting real world clinical research, conducting qualitative analyses, working collaboratively on funding applications, providing regular progress reports, writing blogs to help promote the theme and our findings, writing publications (as the lead or a co-author) and other dissemination activities. There is a strong focus on stakeholder engagement and impact, making this an ideal position for those who are keen to build their networks, develop their expertise in safety science and deliver research that makes a difference to the safety of patients and their families.

The job description should be regarded as a guide of duties required and it is not intended to be definitive. It may be subject to variation from time to time, following consultation with the post holder.

All posts are subject to a Criminal Records Bureau check

PERSON SPECIFICATION: Research Assistant (Grade 5)

	ESSENTIAL	DESIRABLE
Qualifications and education	<ul style="list-style-type: none"> Degree and/or MSc in a health, social or psychological discipline at grade II(i) or higher 	<ul style="list-style-type: none"> Completed Good Clinical Practice training
Experience	<ul style="list-style-type: none"> Experience of conducting, analysing and writing up qualitative and mixed-methods research in health and/or social care settings, including interviewing and analysis techniques, either independently and as part of a team Evidence of an interest in/experience of mental health, self-harm and suicide prevention research 	<ul style="list-style-type: none"> Experience of co-design, or similar participatory approach to research and evaluation Experience of obtaining relevant ethics and governance approvals for research Experience of writing and publishing research papers in peer-reviewed journals as first author and as contributing author
		<ul style="list-style-type: none"> Experience of working with people who have self-harmed. Experience of research with mental health patient populations. Experience of suicide prevention research; Experience of managing/involvement in clinical research and healthcare records studies. Experience of quality improvement, implementation science. Experience of patient safety research.

Skills	<ul style="list-style-type: none"> • Demonstrable skills in a range of qualitative, mixed-methods methods research and conducting systematic review. • Excellent and demonstrable scientific writing skills with an ability to convey research ideas and findings clearly • Excellent communication skills including the ability to conduct interviews with empathy and sensitivity; • Excellent interpersonal skills, both written and oral, including building relationships with people from a range of backgrounds; • Ability to engage with vulnerable/socially marginalised adults • Ability to develop productive working relationships with academic and non-academic stakeholders in the health and care sector • Ability to work independently and as part of a multidisciplinary research team • Ability to exercise personal initiative in organising own work • Enthusiasm, commitment and ability to produce consistent quality work within tight deadlines • Willingness to perform a wide range of tasks as directed and as required • Flexible and adaptable approach to working; • Ability to problem solve appropriately as challenges arise; • Ability to work to deadlines; 	<ul style="list-style-type: none"> • Able to use a range of dedicated computer software for analysis of qualitative data, including NVivo (or similar) and quantitative data. • Demonstrable skills in conducting mixed methods research
	<ul style="list-style-type: none"> • Awareness of responsibility for personal safety; • Willingness to travel to other sites/events; • Subject to an Enhanced DBS check 	
Knowledge	<ul style="list-style-type: none"> • Knowledge of relevant theoretical frameworks from patient safety, psychology and mental health • Knowledge of the design, conduct and reporting of qualitative and mixed methods studies. 	<ul style="list-style-type: none"> • Knowledge of self-harm and suicide prevention, and mental health research literature • Knowledge of relevant theoretical frameworks from implementation science

Research Associate (Grade 6)

	ESSENTIAL	DESIRABLE
Qualifications and education	<ul style="list-style-type: none"> • PhD or equivalent experience in psychology, implementation science, psychiatry, public health, or formative/process evaluations of complex interventions 	<ul style="list-style-type: none"> • Completed Good Clinical Practice training
Experience	<ul style="list-style-type: none"> • Experience of leading the conduct, analysis and write-up of qualitative and mixed-methods research in health and/or social care settings, including interviewing and analysis techniques • Experience of conducting and publishing systematic reviews. • Experience of undertaking research in a mental health setting, and working with healthcare practitioners and patients. • Experience of obtaining relevant ethics and governance approvals for research • Experience of writing and publishing research papers in peer-reviewed journals, with at least 1 first author publication. • Good understanding of the health- related issues with a mental health environment 	<ul style="list-style-type: none"> • Experience of co-design, or similar participatory approach to research and evaluation • Quantitative experience analyzing health records data • Experience of working with people who have self-harmed or have experienced mental health issues. • Experience of research with people from vulnerable and/or marginalized populations; • Experience of suicide prevention research; • Experience of managing/involvement in clinical trials;
Skills	<ul style="list-style-type: none"> • Demonstrable skills in a range of qualitative methods Able to use a range of dedicated computer software for analysis of qualitative data, including NVivo (or similar) • Able to take a lead role in qualitative and mixed methods studies in applied health research from design through to conduct and write-up; • Excellent and demonstrable scientific writing skills with an ability to convey research ideas and findings clearly • Excellent communication skills including the ability to conduct interviews with empathy and sensitivity; • Excellent interpersonal skills, both written and oral, including building relationships with people from a range of backgrounds; • Ability to engage with vulnerable/socially marginalised adults • Ability to develop productive working relationships with academic and non- 	<ul style="list-style-type: none"> • Demonstrable skills in conducting mixed methods research

	<p>academic stakeholders in the health and care sector</p> <ul style="list-style-type: none"> • Ability to work independently and as part of a multidisciplinary research team • Ability to provide mentorship and advice on personal development for more junior colleagues; • Ability to exercise personal initiative in organising own work • Ability to contribute to the coordination of the work of colleagues and supervise colleagues with less experience. • Enthusiasm, commitment and ability to produce consistent quality work within tight deadlines • Enthusiasm and commitment to improving healthcare services for marginalized groups. • Willingness to perform a wide range of tasks as directed and as required • Flexible and adaptable approach to working; • Ability to problem solve appropriately as challenges arise; • Ability to work to deadlines; • Awareness of responsibility for personal safety • Willingness to travel to other sites/events; • Subject to an Enhanced DBS check 	
<p>Knowledge</p>	<ul style="list-style-type: none"> • Knowledge of relevant theoretical frameworks from patient safety, psychology and mental health • Knowledge of the design, conduct and reporting of qualitative studies. 	<ul style="list-style-type: none"> • Knowledge of forensic mental health research literature • Knowledge of relevant theoretical frameworks from implementation science