

THE UNIVERSITY OF MANCHESTER

PARTICULARS OF APPOINTMENT

FACULTY OF BIOLOGY, MEDICINE & HEALTH

SCHOOL OF HEALTH SCIENCES

DIVISION OF POPULATION HEALTH, HEALTH SERVICES RESEARCH AND PRIMARY CARE

RESEARCH ASSOCIATE IN THE SOCIAL CARE & SOCIETY RESEARCH GROUP

VACANCY REF: BMH-016683

Salary:	Grade 6, £32,816 to £40,322 per annum, depending on relevant experience
Hours:	Full time
Duration:	Fixed term available asap until 30 September 2021
Location:	Oxford Road, Manchester

Enquiries about the vacancy, shortlisting and interviews:

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Background Information

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, diversity and inclusion | The University of Manchester](#) for our staff and students, and are proud to employ a workforce that reflects the diverse community we serve.

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.

The Faculty of Biology, Medicine and Health (FBMH) was created on 1 August 2016 when the Faculty of Life Sciences and the Faculty of Medical and Human Sciences were brought together in a new, integrated structure to deliver a truly translational approach to the life sciences, ensuring smooth research pathways - from pure discovery science through to clinical application and patient care. With a total annual income of over £300 million, and over 3,000 members of staff, the Faculty is comparable in size to a medium-sized UK university. Thirty undergraduate and 90 postgraduate programmes offer our 11,000 students opportunities to develop the skills and knowledge they need for a successful career. The Faculty's matrix structure facilitates interdisciplinary working and enables us to learn from each other and share best practice; and our eight, strategic Research Domains help to articulate our research strengths, drive largescale, 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.

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.

We also play a leading role in [Health Innovation Manchester \(HiM\)](#), which was launched in September 2015, as part of the UK Government's decision to devolve health and social care responsibilities to Greater Manchester. HiM offers a unique opportunity to bring together health and social care, academic and life science related business resources across the region to deliver an innovative health ecosystem that can help accelerate innovation into our local health and social care systems, enhance our global scientific standing and act as a magnet for inward investment. Key partnerships in the charitable sector include Cancer Research UK; Diabetes UK; and the Wellcome Trust; and the Faculty also has research and funding links to a number of commercial organisations including Unilever, AstraZeneca, GlaxoSmithKline and Boots, who help us to bring new drugs and products to the market.

The Division of Population Health, Health Services Research and Primary Care is home to staff undertaking world leading research and teaching alongside ambitious social responsibility activities in line with the University's 2020 Strategy. Our focus is on how interventions from policies to lab-based sciences impact on society more widely. This supports the Faculty's vision of empowering people from diverse backgrounds to transform their ideas in biology, medicine, and health for the benefit of society in Manchester, the UK and across the globe. Our Division includes cognate research disciplines - primary care, public/occupational/environmental health, clinical and molecular epidemiologists, social care - and methodologists including biostatistics, health economics, qualitative, policy, clinical trials and health service research. The Division (as at January 2017) is composed of 345 staff: 49 core academic staff (including 23 Professors), 120 honorary staff (including clinical academics), 116 contract research staff and 60 administrative, technical and other support staff. The Head of the Division is Professor Arpana Verma.

The Division's areas of internationally recognised research excellence include: *health policy and practice* focused broadly on: analysing government policy as it affects health and social care; exploring the impact of changing policy; describing, explaining and evaluating variations in health and care organisation and delivery; and developing and evaluating strategies to improve care, ranging from policy interventions to trials of complex interventions to improving patient outcomes; *methodological research* including advanced methodology in biostatistics and health economics; and *population health* which investigates areas such as the factors determining disease risk, variation in treatment response, clinical progression and outcome. It also applies *epidemiological approaches* to the analysis of biological samples and clinical data. Similar methodologies are deployed to describe, explain and evaluate inequalities in health and variations in care provision, exploiting the unique database resources generated by in drug misuse, trauma and occupational health.

We provide excellent, internationally recognised, undergraduate and postgraduate teaching and training to mobilise the application of our research into evidence based practice to improve health outcomes. The Division's staff contribute widely to key areas of the *undergraduate medical* (MBChB) curriculum. At postgraduate level, the Division provides *Masters programmes in Occupational Medicine, Occupational Hygiene, Public Health and Clinical Research* (Primary Care). Our Occupational Medicine, Occupational Hygiene, and Public Health programmes are delivered worldwide through distance learning. Through the international recruitment to our programmes we are able to work with students in many low and middle income countries and offer scholarships each year to a number of students in Nigeria, Tanzania, Uganda and Rwanda. Many of our Masters modules are also available as CPD units offering flexible learning opportunities. As of January 2017, the Division is supporting 47 *postgraduate research* students across a wide range of subject areas.

The Division incorporates five established research centres. The [Centre for Primary Care](#) is a leading research centre for primary care research in the United Kingdom, and a founder member of the prestigious NIHR School for Primary Care Research. The Centre has a truly multidisciplinary staff and very active patient and public involvement partners, working together on research in quality and safety, Health policy, politics and organisations, long-term conditions, and research methodology. The [Manchester Centre for Health Economics](#) develops and applies economic methods for studying behaviour and comparing alternative uses of resources. This critical mass of health economics expertise supports career development and a wide range of collaborative activity. The [Centre for Biostatistics](#) has developed an international reputation for innovative statistical research, excellent teaching and interdisciplinary collaboration since its inception as the Biostatistics Group in 1997. The Centre is the professional focus for all medical statisticians within the Faculty of Biology, Medicine and Health and holds half-yearly, half-day public seminars. [Social Care and Society \(SCS\)](#) is home to a critical mass of researchers and professionals undertaking interdisciplinary research on social care, mental health and long-term care. SCS has absorbed the Personal Social Services Research Unit research group and will continue to be one of the leading social care research groups in the UK. Our new name reflects a broader set of themes and collaborations in the University of Manchester, nationally and globally and is a founder member of the prestigious NIHR School for Social Care Research. Its work is focused upon research in long term care, social care and community based services with a particular interest in the needs of older people and dementia care. The [Centre for Epidemiology](#) undertakes internationally recognised research into the determinants of health and disease to improve the health of human populations, through occupational and public health, molecular epidemiology and cognate disciplines. We make a substantive contribution across multiple University research beacons, and include the WHO Collaborating Centre in Health Indicators.

Overview of the Post

We wish to appoint a Research Associate to work on two studies of the social care and support needed by people in contact with the criminal justice system. This work is being undertaken by members of Social Care and Society and the Offender Health Research Network (OHRN) at the University of Manchester. The post is available immediately and is initially tenable until the 30 September 2021.

Social care practice in prison, on release from prison and in the wider criminal and social justice system forms one of Social Care and Society's key research themes.

In light of rising numbers of older prisoners and longer sentences for all age groups, social care needs in prisons are increasing. In the past, there have been grave concerns about the lack of social care in prisons. However, since the introduction of the 2014 Care Act in April 2015, local authorities with prisons within their area are responsible for identifying, assessing and meeting the eligible social care needs of adults in custody. Where people have 'non-eligible' or 'lower level' social care needs, they should also consider what can be done to improve individuals' wellbeing so as to reduce, prevent or delay the need for future care and support and all authorities are responsible for the continuity of care and support of individuals with a package of care and support who move into their area on release from prison. This legislation aimed to address concerns about the lack of social care for prisoners, support their rehabilitation, ensure continuity of care on release and impact on the likelihood of their reoffending. However, very little is known about the number of people in prison with social care needs, the nature of these needs or how best to meet them.

Against this background we aim to provide local authorities and their key partners with evidence to facilitate the delivery of better social care and support for this client group. This includes information on the nature and extent of their social care needs and the strengths and weaknesses of the emerging models of support to meet them.

The successful applicant will work on the following projects:

**1. Care and Support for People with Social Care Needs on Release from Prison (July 2019 to September 2021) funded by the NIHR School for Social Care.
PI: Dr Sue Tucker**

This ongoing mixed methods study involves:

- A scoping review of the literature on the social care needs of people on/around release from prison (complete);
- National surveys of local authorities and prison establishments to estimate the numbers of people with identified social care needs on release, and describe how they are identified, prepared for release, and supported post-release (ongoing);
- Interviews with key professionals and service users in four study sites to understand how and why problems arise in the release-planning process, and how best to resolve these (ongoing); and
- Validation workshops with service users, carers, local authorities and prison staff to explore the practice implications of findings (to be arranged).

2. Models of Social Care Provision and Prison: Preparatory work for a mixed methods study (July 2021 to June 2022) funded by an NIHR Programme Development Grant. PIs: Dr Andrew Shepherd and Professor Jenny Shaw

This study will provide the foundations for a proposed programme grant application to:

- Develop, pilot, trial and establish the cost effectiveness of a flexible service delivery model for the provision of social care in prison; and
- Develop a separate but integrated flexible service delivery model for the provision of social care for people released from prison that is ready for pilot testing.

The work plan for this preparatory work has three main strands:

- Team strengthening and collaboration building;
- Methodological work including reviews of potential outcome measures and routinely collected data; and
- Evidence synthesis using a realist approach.

The successful applicant will be based in the Social Care and Society research group in the Division of Population Health, Health Services Research & Primary Care within the School of Health Sciences.

Purpose of the Job

The postholder will contribute to the completion of the Care and Support for People with Social Care Needs on Release from Prison study, including the dissemination of the study findings, and to all three strands of the Models of Social Care Provision and Prison project. This will include the development of the proposed Programme Grant application.

Applicants should have a first or upper second-class honours degree (or equivalent) in a relevant discipline (e.g. criminology, criminal justice, forensic psychology) and proven skills in the use of qualitative and quantitative research methods. We are particularly interested in recruiting someone with experience of research in the criminal justice system and/or an interest in the use of routinely collected data.

Main Duties and Responsibilities:

- Based as part of SCS team at the University of Manchester with a requirement for occasional travel in the UK (this is not currently possible due to the travel restrictions and COVID-19)
- Develop and undertake high quality individual and/or collaborative research (including with colleagues in other institutions).
- Identify, and contribute to securing, future funding sources.
- Support and engage in research methods that add to the knowledge/ understanding of the subject area.
- Regularly disseminate findings by contributing to or leading the preparation of high quality publication materials for referred journals, presenting results at conferences (including national and international), or exhibiting work at other appropriate events.
- Contribute to the development of a flexible and trained research workforce to carry out fieldwork safely, efficiently and rigorously in challenging environments
- Ensure all research is undertaken according to good research governance frameworks

- Contribute to knowledge exchange events and processes

This list of duties is not meant to be exhaustive, but merely an indication of the main areas of activity of the post. It may be amended or added to, at the discretion of the Principle Investigators, with other duties commensurate with the function and grade following consultation with the post-holder.

Person Specification

Essential Knowledge, Skills and Experience:

- First or upper second class honours degree (or equivalent) in a relevant discipline (e.g. criminology, criminal justice, forensic psychology);
- PhD or near completion or equivalent in a social, criminology or health science discipline;
- Previous experience of applied or social sciences research;
- Past experience of evidence syntheses;
- Proven expertise in the collection and analysis of quantitative data including the use of programmes such as SPSS and STATA;
- Proven expertise in the collection and analysis of qualitative data;
- Demonstrable knowledge and interest in social care and the criminal justice system;
- Strong time management and organisational skills, with the ability to meet research objectives and deadlines;
- Ability to work independently and collaboratively in a team;
- Attention to detail and commitment to scholarship;
- Excellent oral and written communication skills;
- A flexible approach that is responsive to the changing demands and priorities of the job;
- A high standard of IT literacy including word processing;
- Ability and willingness to travel in the UK when required (this is not currently possible due to COVID 19 travel restrictions).

Desirable Knowledge, Skills and Experience:

- Experience of research in the criminal justice system;
- Experience of social care research;
- Experience of realist approaches;
- Experience of research using routinely data collected data. 