



## 1 Advertisement

**Post Title: Research Fellow**

**School/department:** School of Education and Social Work

**Hours:** full time or part time hours considered up to a maximum of 1 FTE. Requests for [flexible working](#) options will be considered (subject to business need).

**Contract:** fixed term for three years

**Reference:** 1625

**Salary:** starting at £33,199 and rising to £39,609 per annum

**Placed on:** 26 July 2019

**Closing date:** 2 September 2019. Applications must be received by midnight of the closing date.

**Expected start date:** October 2019 or as soon as possible thereafter

We are looking to appoint a dedicated Research Fellow for an exciting research study on ethnicity, ageing and inequality funded by the Nuffield Trust. The study is a collaboration between The University of Sussex and The University of Manchester, and aims to provide novel and much needed information on ethnic inequalities in health, wellbeing, and social circumstances at older ages. Over the course of their lives, ethnic minority people have poorer health and wellbeing than the White majority population; they are over twice as likely to be born low birthweight, have up to seven years less healthy life expectancy at birth, and have poorer health and socioeconomic circumstances in adulthood. Less is known about ethnic inequalities at later stages in the life course, although a handful of UK studies have shown that ethnic inequalities in health and wellbeing are much worse at older ages than at younger ages. It is well documented that ethnic inequalities in child and adult health are likely to be due to experiences of marginalisation and racial discrimination, and as ethnic minority populations grow older it will become increasingly important to get a more precise and differentiated understanding of the extent of, and the reasons behind, ethnic inequalities in later life. This knowledge will be imperative in planning social and health-related policies and delivering interventions targeted at reducing ethnic inequalities. This project will address these gaps in knowledge by using innovative methods to analyse existing Census and survey data to provide much needed information on (i) the nature of ethnic inequalities in health, wellbeing, and socioeconomic circumstances at older ages, (ii) why these inequalities exist, and (iii) whether, how and why they have changed in the past 20 years. Findings from this project will create societal impact by improving ethnic minority people's lives through better understanding of the issues affecting their life chances and healthy ageing.

The post holder will carry out innovative quantitative analyses that will provide novel information regarding our understanding of how ethnic inequalities in health and ageing are changing both over time and between generations, and the factors that underlie these inequalities and changes in them.

The appointee will benefit from the strong connections between The University and Sussex and The University of Manchester, and will receive mentorship and training across both institutions.

The ideal candidate will hold a PhD or equivalent in Quantitative Sociology, Epidemiology, Psychology, or a related quantitative discipline. Applicants must have a strong background in advanced quantitative methods, knowledge of statistical analysis, and previous experience of using Stata, R, or equivalent for statistical data analysis and modelling. A track-record of research outputs (e.g. publications, presentations, thesis/dissertation, public engagement activities) is desirable.

The candidate must have an ability to work collaboratively as part of a team and be able to function independently and effectively with appropriate supervision.

For more information, please email Dr Laia Bécares ([l.becares@sussex.ac.uk](mailto:l.becares@sussex.ac.uk)).

For full details and how to apply see our [vacancies page](#)

*The University of Sussex values the diversity of its staff and students and we welcome applicants from all backgrounds.*

## **2. The School / Division**

The School of Education and Social Work was created in August 2009, bringing together two long-established and thriving departments – the Department of Education and the Department of Social Work & Social Care. The School's over-arching strategic goal is to maintain and further develop a successful and sustainable environment that contributes at the highest level to the disciplines of Education and Social Work. The School has a commitment to contributing to social justice at the global, international and national levels in terms of our research, teaching and professional education activities. Connections with other disciplines - such as psychology, health, law and sociology - are foundational for our success in research, political and policy environments. A developing stream of interdisciplinary activity unites the work of colleagues in both Departments, with common interests including the study of childhood and youth, wellbeing across the lifecourse, pedagogy and inter-professional policy and practice.

The Department of Social Work and Social Care has 25 members of staff, delivering a portfolio of programmes and continuing professional development activities, alongside a thriving research programme. The Department's research is focused around three research centres, providing vital hubs of activity and focal points for collaborative work and shared engagement, including with other University centres, such as the Rudd Centre:

- *Centre for Innovation and Research in Childhood & Youth (CIRCY)* is jointly hosted with the Department of Education, and brings together expertise from across the University in the fields of childhood, youth and family studies.
- *Centre for Innovation and Research in Wellbeing (CIRW)*, launched in 2015, brings together research, scholarship and expertise on wellbeing across the University, building on growth in academic research and service development in this area. With extensive national and international links, CIRW is establishing itself as a leading interdisciplinary, intercultural, innovative and international centre in the field of wellbeing. It focuses on key areas such as mental health, ageing, disability, children, place and environment, cultural diversity, spirituality and migration
- *Centre for Innovation and Research in Social Work (CSWIR)* brings together social work scholars, professionals and students to provide a distinctive ground for research and innovation focusing on the changing nature of social relations of social work and other social action interventions.

### 3. Job Description

Job Description for the post of: Research Fellow

**Department:** Social Work and Social Care

**Section/Unit/School:** School of Education and Social Work

**Location:** Essex House

**Grade:** 7

**Responsible to:** Dr Laia Becares, Senior Lecturer in Applied Social Sciences

**Responsible for:**

### 4. Person Specification

#### CORE JOB DESCRIPTION

<b>Job Title:</b>	Research Fellow in Quantitative Social Sciences
<b>Grade:</b>	Research Fellow I
<b>School:</b>	Education and Social Work
<b>Location:</b>	Essex House
<b>Responsible to:</b>	Principal Investigator through to Head of School
<b>Direct reports:</b>	n/a
<b>Key contacts:</b>	Laia Bécares, Senior Lecturer in Applied Social Sciences
<b>Role description:</b>	Research Fellow I is an early career-grade research position. Post-holders will be expected to contribute to the work of the research team, and also to develop their research skills with support from more experienced members of staff.

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#### PRINCIPAL ACCOUNTABILITIES

1. To engage in individual and/or collaborative research activity resulting in high-quality publications; and to develop research funding and knowledge exchange income

individually or in collaboration with others, as appropriate, depending on the size and scope of the bid.

## **KEY RESPONSIBILITIES**

### **1. Research, Scholarship & Enterprise**

- 1.1 Develop research objectives and proposals for own or joint research, at acceptable levels, with assistance if required.
- 1.2 Conduct research projects individually and in collaboration with others.
- 1.3 Analyse and interpret research findings and draw conclusions on the outcomes.
- 1.4 Produce high-quality research outputs for publication in monographs or recognised high-quality journals, or performance/exhibition, as appropriate, and contribute to the School's REF submission at acceptable levels of volume and academic excellence.
- 1.5 Contribute to the preparation of proposals and applications to external bodies, for example for funding purposes.
- 1.6 Individually or with colleagues, explore opportunities for enterprise activity, knowledge exchange income and/or consultancy, where permissible.
- 1.7 Build internal contacts and participate in internal networks and relevant external networks in order to form relationships and collaborations.
- 1.8 Continually update knowledge and understanding in field or specialism, and engage in continuous professional development.

### **2. Teaching & Student Support**

- 2.1 Undertake teaching duties, if required.
- 2.2 Assist in the assessment of student knowledge and supervision of student projects if required.
- 2.3 Assist in the development of student research skills, for example as part of a postgraduate supervision team if required.

### **3. Contribution to School & University**

- 3.1 Attend and contribute to relevant School and project meetings.
- 3.2 Undertake additional duties, as required by the Principal Investigator and/or Head of School.

### **4. Role-specific duties**

- 4.1 Quantitative analysis of large-scale health and social surveys.

- 4.2 Analysis and interpretation of research results.
- 4.3 Regular engagement with the relevant scientific literature.
- 4.4 Dissemination of findings via publications in peer-reviewed journals, project reports, and conference presentations.
- 4.5 Participation in public engagement activities.
- 4.6 Regularly discussing results and progress with colleagues and the supervisor and planning future directions and experiments with the supervisor.

### **INDICATIVE PERFORMANCE CRITERIA**

- A PhD or equivalent scholarly or relevant professional activity
- Pursuing a line of independent research within a research group.
- Publishing research (either from a recently completed PhD or new original research).
- Other forms of externally recognised professional practice of creative output of a standing equivalent to regular publication of original research.
- Initiating, developing or participating in links between the University and external bodies such as business and industry, the professions, community organisations and policy-makers.
- Evidence of successful engagement in teaching or supervision.

### **PERSON SPECIFICATION**

#### **ESSENTIAL CRITERIA**

1. Normally educated to doctoral level, or other equivalent qualification, or appropriate level of experience, as appropriate to the discipline (see role-specific criteria below).
2. Evidence of engagement in high-quality research activity.
3. Excellent presentation skills, with the ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.
4. Ability to work individually on own initiative and without close supervision, and as part of a team.
5. Ability to exercise a degree of innovation and creative problem-solving.
6. Excellent organisational and administrative skills.

7. Ability to prioritise and meet deadlines.
8. Excellent IT skills.

### **ESSENTIAL ROLE-SPECIFIC CRITERIA**

1. PhD or equivalent in Quantitative Sociology, Epidemiology, Psychology, or a related quantitative discipline.
2. Experience in advanced quantitative data analysis, including longitudinal data analysis.
3. Experience in using Stata, R, or equivalent for data analysis.
4. Understanding the theoretical and empirical literature in relation to health inequality, ethnicity/race, and ageing.
5. Ability to communicate new and complex information effectively, both verbally and in writing, engaging the interest and enthusiasm of the target audience, (including public engagement activities).
6. Ability to present research results at group meetings and conferences.
7. Ability to write up research results for publication in leading peer-viewed journals.
8. Ability to work proactively with colleagues in other work areas/institutions, contributing specialist knowledge to achieve outcomes.

### **DESIRABLE CRITERIA**

1. Emerging track record of high-quality publications in reputable journals and other appropriate media of similar standing.
2. Experience of generating research or knowledge exchange income.