

JOB DESCRIPTION

POST TITLE:	Principal Research Fellow, and Research Director University of Warwick Health Service Partnership
DEPARTMENT:	Warwick Business School
SUB-DEPARTMENT:	Governance and Public Management Research Centre
POST RESPONSIBLE TO:	Director, Governance and Public Management Research Centre – Professor Colin Crouch
SALARY:	£35,254 - £43,850 pa
REFERENCE NUMBER:	59319-026
CLOSING DATE:	21 March 2006
INTERVIEW DATE:	5 April 2006

JOB PURPOSE:

You will lead a major new programme of work on the management of change in the health service and the wider health economy – encompassing all three sectors (public, private and voluntary), and all levels of government (local, regional, national and supranational).

DUTIES AND RESPONSIBILITIES

To perform case studies of the management of change in a number of health service organisations, participant observation, action-research, participatory enquiry and co-research with practitioners.

To publish the findings from the research both in leading academic journals and also in policy related publications; strong commitment to dissemination and debate of our research within the relevant policy communities, and high level engagement with policymakers and practitioners.

To provide appropriate research leadership, and have the ability to make a substantial contribution to research grant applications, as appropriate.

In addition to being responsible for the research and development programme on health service management, and for the generation of serious academic research and publication, to work closely with senior government policy-makers and health service managers, to organise a programme of policy discussions, to disseminate research findings widely through high level policy forums. There may also be the opportunity to contribute to teaching on the Warwick MPA (our public sector MBA) or one of the Diploma or leadership development programmes.

PERSON SPECIFICATION

POST TITLE: Principal Research Fellow

DEPARTMENT: Warwick Business School, Governance and Public Management Research Centre.

The Person Specification focuses on the knowledge, skills, experience and qualifications required to undertake the role effectively.

REQUIREMENTS The postholder must be able to demonstrate:	ESSENTIAL (E) or DESIRABLE (D) REQUIREMENTS?	Measured by: a) Application Form b) Interview c) Presentation d) References
A PhD (or in exceptional circumstances an equivalent qualification) in a relevant discipline	E	a
A proven ability and major achievements in research demonstrated by consistently high performance in research, and a substantial record of publications or other research output.	E	a, b, c, d
A high level of understanding of health service policy and practice	E	a, b, c
A range of quantitative and/or qualitative research skills	E	a, b, c
An interest in policy-relevant or applied research	E	a, b, c
Significant experience in generating research funding, with the ability to make a substantial contribution to research grant applications.	E	a, b, d
Ability to write research reports and papers in styles accessible to both academic and policy audiences	E	a, b, c
Ability to work as a member of a team, including working under pressure and to tight deadlines.	E	a, b
Ability to combine rigorous research and policy analysis with an ability to work with senior policy makers and managers in local, regional, national and European health care contexts and in the family of health service and related organisations and stakeholders.	E	a, b, c
Ability to play a leading role (with other senior staff) in writing both policy documents for the Health Service Partnership and other public bodies, and also academic papers arising from the research.	E	a, b

Ability to take significant responsibility for the management of the health management research programme, and for the relationships with the Health Partnership and its working groups. This will require an ability to organise complex workloads with reliability, and to manage time, staff and budgets with professionalism.	E	a, b
---	---	------

In line with national Higher Education initiatives the University of Warwick is committed to modernising its pay and grading structures, which will see the introduction of a new pay spine and single job evaluation scheme. The work commenced in September 2004 and will further the agenda for fairness, transparency and freedom from bias in our employment, payment and grading structures. It is difficult to predict what impact this will have but staff at the University will be kept informed of progress through various communication initiatives, and it is anticipated that the results of the exercise will be known towards the end of 2005 and implemented by the summer of 2006.

FURTHER PARTICULARS

Further Information

Appointment will be on a 3 year fixed term contract in the first instance. This post will be funded by the University of Warwick Health Service Partnership. It will be reviewed towards the end of this period and if the funding stream continues it may be extended or made an open ended contract.

In this role you will join a team of academics and practitioners carrying out a long term research and development programme with the University of Warwick Health Service Partnership (UWHSP) - an innovative national consortium of strategic health authorities, hospital trusts and PCT's, focused on the strategic changes facing the health service. The post-holder will act as Research Director for the Health Service Partnership.

You will work closely with

- The Programme Director for the Health Service Partnership (Penny Humphris, until recently chief executive of the NHS Leadership Centre)
- Other members of the Warwick University research team contributing to this work (including John Benington, Colin Crouch, Jean Hartley, Robin Wensley and Paul Whalley from the Business School, and senior staff from Warwick Medical School and Warwick's multi-disciplinary Institute of Health)
- The Health Partnership's members (chairs, chief executives and senior staff in the health service), the Partnership's advisory group, currently chaired by Bryan Stoten (chair of the Coventry and Warwickshire University Hospitals Trust), and with several working groups set up by the Health Partnership to steer the research and development programme, and to engage in a programme of high level policy discussions..

The health service research and development work has been guided by two overarching concepts (governance and public value), and organised around three core themes (choice and involvement; leadership and innovation; and ethics and accountability). This post aims to strengthen the research and development work under the second of these themes (leadership and innovation) and to focus on the major new management questions facing the health service as a result of the moves towards foundation hospital trusts, reorganisation of primary care trusts, new finance regimes like payment by results, and the focus on patient choice and public involvement.

The conceptual framework and the themes and focus for the research and development work on health service management will be shaped by the post-holder, in dialogue with other members of the Warwick team, and with the UWHSP membership and advisory group. Our perspectives on the health service are :

- Multi-sectoral (taking into account the changing inter-relationships between the public, private and voluntary sectors)
- Multi-level (taking into account the roles and inter-relationships of actors and organisations at all levels of government)
- Inter –organisational (taking into account the inter-relationships between health, local government and other public and voluntary services like social care, housing, education, policing, transport)
- Cross-national (comparing and contrasting experience gained in other countries. We have developed some of our thinking on public management in close partnership with colleagues in the USA, Europe and Africa – especially with the Kennedy School of Government at Harvard, Copenhagen Business School and Witwatersrand University).

Warwick's Work on Public Policy and Management

Warwick Business School (WBS) is at the forefront of critical thinking and innovative practice in the fields of public policy and management, providing research evidence and ideas to support leaders

and managers at all levels of government and across a wide range of public and voluntary services, and publishing the research findings in leading edge academic journals.

Warwick's new multi-disciplinary Institute of Governance and Public Management (IGPM) is the umbrella organisation for a network of related research centres working on questions of governance and public value; innovation and improvement; leadership and learning; local and regional government; the management of regulated industries; and on health service policy and management. We have set up and work particularly closely with 3 inter-organisational research networks – the Local Authorities Research Consortium; the English Regions Network; and the University of Warwick Health Service Partnership.

WBS has also set up a new Public Management and Policy Teaching Group which is now responsible for several teaching programmes developed within IGPM - the path-breaking MPA (the public sector MBA) and a portfolio of post graduate diplomas in public leadership, public management and public finance.

WBS and IGPM have recently formed a strategic partnership with the UK's new School of Government (formerly the Civil Service College and the Centre for Management and Policy Studies) to develop high level leadership and management development programmes for government ministers, senior civil servants and managers in other public services.

Warwick University is also the base for the new National Health Service Institute of Innovation and Improvement, and Warwick Business School, Warwick Medical School and other Warwick departments and centres are contributing to the development of its thinking and programmes.

IGPM was set up by Warwick University in 2001 to provide a focal point for multi-disciplinary research, development and education work on questions of governance, public policy and public management.

IGPM is based in Warwick Business School but includes active working relationships with staff in a wide range of departments, disciplines and research centres and institutes across the social science faculty.

IGPM builds particularly on the foundations established by the Local Government Centre since its inception at Warwick Business School in 1988, and aims to extend this work

- To other levels of governance, regional, national, and supranational
- To other areas of public and voluntary service (including health, criminal justice, public/private partnerships)
- To other disciplines and departments (including economics, law, politics and international studies, sociology, education, health and social studies)
- To include teaching and development work as well as research

IGPM's research, development and education work aims to link theory and practice, research and action, in a dialectical and developmental relationship.

Much of our work is therefore carried out in long term partnership with networks of leading public authorities, both in the UK and overseas. We actively involve public policymakers and managers (and sometimes also users of public services) in all stages of our work, not only in the managerial structures (e.g. advisory boards and steering committees) but also in the processes (eg. from problem definition, through co-research and analysis, to reflection, application, learning and dissemination).

School Profile

Warwick Business School is one of the largest and most highly-regarded centres of excellence of its kind in Europe, with an outstanding performance in both research and teaching. A department within the Faculty of Social Studies at the University of Warwick, the School has a total of 295 staff and over 6000 students. It has seventeen major study programmes, a cluster of specialist research centres, and a large and growing Executive Development programme. Three further Specialist Masters courses are due to commence at the start of the 2005-6 academic year.

Created in 1967, it now has an annual turnover of over £30 million, 84% of which is earned income from research and teaching, the rest coming largely from Higher Education Funding Council (HEFC) grants.

In pursuit of its mission to command an international reputation for high quality education and research in management and business in both the public and private sectors, the School has the following objectives:

- To provide high-quality educational programmes at undergraduate, postgraduate and post-experience levels;
- To engage in high-quality research with a potential for policy impact and practitioner relevance;
- To seek innovation in programmes, curriculum and learning, through the interaction of teaching, research and practice and the use of appropriate technology;
- To focus development on high value-added activities, whether financial or academic;
- To enhance the international profile of the School;
- To seek to recruit high-quality staff at all levels, and provide a supportive environment to enable them to achieve their potential.

External Recognition of Excellence

The School is one of the most highly rated European Business Schools in terms of both its research and its teaching, viz.:

- (a) **Research:**
In the most recent HEFC exercise (2001), Warwick Business School was 1 of only 3 business schools to achieve the highest 5* ranking for research of international excellence, with more faculty assessed than any other UK business school.
- (b) In the Financial Times' annual MBA rankings, the Doctoral Programme is regularly ranked in the top three in the world and top in Europe and the UK.
- (b) **Teaching:**
- (i) Top-rated as 'excellent' in the most recent (1994) teaching quality assessment by the UK government's Higher Education Funding Council.
- (ii) The Undergraduate Programme at WBS has been ranked on average in the top three for Business and Management for 11 years in succession in the Times Good University Guide. Warwick is currently 2nd in the 2006 edition.
- (iii) In the 2004 rankings of MBA programmes by the Financial Times, the Warwick MBA (full-time) was ranked 32nd in the world, 9th in Europe, and 3rd in the UK, and its Executive MBA was ranked 18th in the world, 7th in Europe and 4th in the UK.
- (c) **Other Recognition**
- (i) Warwick Business School is the first UK school to have been awarded accreditation by the premier management education accrediting bodies in the USA, Europe and the UK.
- AACSB International – The Association to Advance Collegiate Schools of Business
 - EQUIS – the European Foundation for Management Development's quality inspectorate

- AMBA – the Association of MBAs

thus becoming the first UK School to be accredited by all three major global quality organisations.

- (ii) The School is a member of PIM – Partnership in International Management, a global network of 52 reputed business schools formed to enable international exchange of postgraduate students and faculty, and the development of joint ventures. Membership is by invitation only.

Academic Staff

There are currently 160 academic staff in Warwick Business School grouped into eight main subject groups, 10 research centres and eight special interest groups:

Teaching Subject Groups

Accounting (ACC)
 Enterprise Teaching (ET)
 Finance (FIN)
 Industrial Relations and Organisational Behaviour (IROB)
 Marketing and Strategic Management (MSM)
 Operations Management (OM)
 Operational Research and Information Systems (ORIS)
 Public Management and Policy (PMP)

Research Centres

Centre for Management under Regulation (CMuR)
 Centre for Small and Medium-sized Enterprises (CSME)
 Corporate Citizenship Unit (CCU)
 Financial Econometrics Research Centre (FERC)
 Financial Options Research Centre (FORC)
 Governance & Public Management Research Centre (GPMRC)
 Unit for the study of Innovation, Knowledge and Organisational Networks (IKON)
 Industrial Relations Research Unit (IRRU)
 Local Government Centre (LGC)
 ESRC Research Centre for Skills, Knowledge and Organisational Performance (SKOPE)

WBS is also host to the ESRC's major research programme:
 Evolution of Business Knowledge Programme (EBK)

There are also two institutes which act as umbrella groups for a range of subject specific research activities:

Institute of Governance and Public Management (IGPM)
 Warwick Finance Research Institute (WFRI)

Special Interest Groups

Economics Special Interest Group (ESIG)
 Information Systems Research Unit (ISRU)
 Mining and Energy Research Network (MERN)
 Sales and Account Management Research Unit (SAMS)
 Strategy, Organisational Learning and Research Unit (SOLAR)
 Supply Strategy Research Unit (SSRU)
 Technological Innovations Research Unit (TIRU)
 Warwick E-Business Forum

Educational Programmes

Warwick Business School prides itself on its wide-ranging and innovative portfolio of educational programmes. There are no less than seventeen programmes leading to formal qualifications and a large, and growing, continuing education programme for executives.

The programmes range from the highly successful undergraduate courses (e.g. BSc Accounting and Finance, BSc Management, BSc International Business), where applications outstrip places by more than 10 to 1, to specialist Masters', through to the much sought after MBA qualification (which can be taken either full-time or part-time, locally or by distance learning), the Warwick MPA (the public sector MBA, which can be taken in modular or full-time modes), the Warwick Executive Programme and a growing number of public management diplomas and leadership programmes.

In line with our emphasis on developing the next generation of business and management academics, we also have a vibrant Doctoral Programme with around 180 students.

In total the School has some 6,000 registered students of whom over 2,600 are on the MBA programmes.

Research

WBS is a research-oriented School. We achieved a rating of 5* (reflecting research of international excellence involving more than 90% of academic staff) in the UK's most recent 2001 Research Assessment Exercise. Annual research income is approximately £3 million. In addition to research-active staff in subject groups, there are over 50 academic research staff employed in research centres. Several subject groups also have active research groupings.

International linkages are a growing feature of our research. Results are disseminated in many ways; in addition to conventional academic output, research results are provided to practitioners through conferences, written papers and our website.

All academic staff are encouraged to participate in the work of research centres or of less formal groupings and to engage with intellectual activities through seminars and other means. They are also encouraged to make bids for research funds, and we have a support structure to help colleagues prepare bids and manage grants and contracts. In addition to normal mechanisms for research support, we have recently launched a fund dedicated to supporting high quality research.

Support for Professional Development

The University and the School have well-developed mechanisms for supporting professional development for both academic and non-academic staff. These include schemes such as study leave opportunities, a Staff Development Programme, a Research and Innovations Fund and support for Conference attendance. Warwick Business School sets aside over £100,000 of its own funding each year to support research activity. In addition, the School has set aside a Personal Development Fund to provide professional development support for the individuals from all categories of staff in the School.

The University

The University of Warwick is arguably the most successful of the 1960s universities, and has earned an outstanding reputation both for research and teaching. Located to the south of Coventry, the university boasts the largest Art Centre outside London, with the Mead Gallery holding a regular succession of exhibitions. It is ideally placed for easy access to London, Birmingham, and many provincial centres, as well as to the local collections at Upton House, Walsall Art Gallery and Compton Verney. The Royal Shakespeare Theatre at Stratford-on-Avon, and the Cotswolds are both within easy reach.

The University of Warwick has a total student population of over 20,000 of whom approximately 12,000 are undergraduates and almost 7,000 are postgraduates. There is a total of 4,000 members of staff, of whom 1,500 are academic and research staff spread across 28 academic departments and 30 research centres; 91% of the academic staff are in departments with research ratings of 5 or 5*. Of the 24 departments assessed under the subject review process, 22 were rated excellent (or scored 21 or more out of 24) for teaching quality. The University of Warwick has been consistently ranked in the top 10 in all national league tables. In 2003, the 'Table of Tables' compiled by the Daily Telegraph, which summarised the results of all other league tables, ranked Warwick as 5th in the country as did the recent Times Good University Guide. Warwick is currently ranked 8th in the latest edition.

The University of Warwick had a turnover of over £240 million in 2003/04. In the last ten years some £150 million has been spent on the campus; this work has included a new students' union building, various academic buildings and the refurbishment of the Arts Centre which is now the second largest in the UK. The latter project was funded by a National Lottery grant of £3.14 million. In 2005/06 the University provided accommodation for 5803 students on campus, with a further 2000 being accommodated in property of which the University is head lease-holder.

We seek to support staff in their career development and promotion at Warwick is on the basis of academic merit and performance. The post holder will be expected to base their work at the University of Warwick.

Further Details

For more information about Warwick Business School, please see our website at:

<http://www.wbs.warwick.ac.uk/>

Informal enquiries about this post may be made to Professor John Benington on telephone 02476 522902 or email: j.benington@warwick.ac.uk