



## SELECTION CRITERIA

**POST:** Research Fellow, part time  
**DEPARTMENT:** Research

	<b>Essential Criteria</b>	<b>Desirable Criteria</b>	<b>How &amp; When</b>
<b>Education / Qualification</b>	<p>Good (upper second class or above) first degree in a clinical, health related or social science discipline</p> <p>A PhD in a health-related or social scientific discipline or equivalent</p> <p>A proven research interest or research experience in health service research particularly palliative care and Black, Asian and Minority ethnic communities</p> <p>Breadth or depth of specialist knowledge and demonstrable research experience in at least some of the following: public health, qualitative methods, mixed methods.</p>		<p>Application</p> <p>Certificates</p> <p>Interview</p>
<b>Skills / Abilities</b>	<p>Experience of the theory and application of qualitative research relevant to health sciences</p> <p>Excellent ability to use data collection and analysis software packages, e.g., Nvivo or other similar qualitative packages.</p> <p>Excellent ability to use</p>	<p>Communication skills training</p> <p>Experience of using Systmone</p> <p>Previous project management skills / experience</p> <p>Fluent (spoken) in any of the following</p>	<p>Interview</p> <p>References</p> <p>Application</p> <p>Presentation</p> <p>Test</p>

	<p>reference libraries, e.g., Endnotes.</p> <p>Proven ability and experience with qualitative methods of analysis, e.g., thematic analysis, grounded theory or similar.</p> <p>Ability to pay excellent attention to detail, with a thorough, methodical and flexible approach to work</p> <p>Ability to contribute to report writing, publications, presentations and the dissemination of information for both academic and other audiences</p> <p>Excellent oral and written communication skills, with the ability to communicate complex concepts and to collaborate with a range of people.</p> <p>Ability to meet tight deadlines</p> <p>Excellent organisation skills with the ability to manage own workload and prioritise work as necessary</p> <p>Self-motivation with the ability to work independently. Ability to be responsible for own development and to use</p>	<p>languages: Gujarati and/or Bengali and/or Hindi and/or others</p> <p>Ability to drive and access to own transport.</p>	
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	<p>own initiative.</p> <p>Able to prioritise and cope with competing pressures</p> <p>Ability to plan own workload and work autonomously</p> <p>Ability to work across sites as required.</p> <p>Good organisational and time management skills</p> <p>Proficient IT skills – Microsoft word, excel, powerpoint</p>		
<p><b>Experience</b></p>	<p>A strong and proven interest in conducting high quality research relevant to the health sciences</p> <p>Previous experience of identification and recruitment of participants</p> <p>Experience of handling challenging situations</p> <p>Experience of handling situations of a sensitive nature for research participants</p>	<p>Experience of undertaking research with patients in a palliative and end of life care setting</p> <p>Experience of coordinating and managing other staff members</p> <p>Experience in assisting with managing research project finances / budget</p> <p>Experience of reporting research activity and accruals</p> <p>Special interest in palliative and end of life care</p> <p>Relevant publications in</p>	<p>Interview</p> <p>References</p> <p>Application</p> <p>Presentation</p>

		high quality peer reviewed journals (a)	
<b>Knowledge</b>	<p>Evidence of a sound knowledge of the research process</p> <p>Knowledge of research issues relating to the patient who lacks capacity</p> <p>Sound awareness of regulatory requirements around research</p>	Awareness of needs of patients requiring specialist palliative care	<p>Interview</p> <p>Presentation</p> <p>References</p>
<b>Motivation and personal attributes</b>	<p>Able to work according to LOROS' values &amp; behaviours</p> <p>Evidence of: Team working, Flexibility, Ability to motivate others, Enthusiastic Excellent interpersonal skills A passion for research</p>		<p>Interview</p> <p>References</p>