



## PERSON SPECIFICATION

**Post Title: Senior Research Fellow**

**Band: 7**

**Department, Location: Bradford Institute for Health Research**

***An Equal Opportunity Employer***

*Bradford Teaching Hospitals NHS Foundation Trust positively welcomes applications from Disabled People and will make reasonable adjustments to posts in compliance with the Equality Act 2010.*



*We are Bradford: we value diversity and champion inclusion*

**E or D indicates whether a selection criterion is 'Essential' to the job role or 'Desirable'.**

As a minimum a candidate must meet the essential criteria for the post to be recruited.

<b>Experience</b>	<b>How Identified</b>	<b>E/D</b>
At least 2 years' postdoctoral or equivalent level experience of organising and conducting applied health services research.	Application form/Interview	E
Experience of obtaining NHS ethical and research approvals.	Application form/Interview	E
Project /programme management experience: planning research activity, keeping to timelines, managing risks, reporting.	Application form/Interview	E
Experience in designing and conducting qualitative or quantitative and/or mixed research methods.	Application form/Interview	E
Experience of collaborative research working and stakeholder engagement in research.	Application form/Interview	E
Experience of planning and conducting patient and public involvement in research.	Application form/Interview	D
Lead authoring peer-reviewed publications and giving conference presentations.	Application form/Interview	E
Experience of managing and/or mentoring more junior staff.	Application form/Interview	D

<b>Skills:</b> <i>Includes; Analytical &amp; judgemental Skills, Communication &amp; Relationship Skills, Physical Skills,</i>	<b>How Identified</b>	<b>E/D</b>
Written communication skills.	Application form/Interview	E
IT skills including use of Microsoft office.	Application form/Interview	E
Facilitative and negotiating skills.	Application form/Interview	E
Data analysis skills (qualitative and/or quantitative)		

Research promotion, dissemination and impact generation.	Application form/Interview	D
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<b>Knowledge</b> <i>Includes; Knowledge &amp; Training</i>	<b>How Identified</b>	<b>E/D</b>
Understanding of Information governance and confidentiality	Application/ Interview	E
Understanding of equality and diversity issues and how this affects patients, visitors and staff	Interview	E
Understanding of what the NHS Constitution means to you, and your responsibilities to the public, patients and colleagues.	Interview	E
Understanding of national research policy and current issues in the NHS.	Application form/ Interview	E
Knowledge of patient safety research theory and methods.	Application form/ Interview	D

<b>Qualifications:</b> <i>In most cases (where indicated *) demonstration of equivalent qualification, skills or experience is an acceptable alternative.</i>	<b>How Identified</b>	<b>E/D</b>
First degree in a social science or a health-related subject.	Application form	E
Masters* or equivalent in a social science or a health-related subject.	Application form	E
PhD* or equivalent in a social science or health-related subject.	Application form	E

<b>Values and Behaviours</b> (some of these standard core values may be demonstrated in meeting other criteria cited on this person specification)	<b>How Identified</b>	<b>E/D</b>
We are one team <ul style="list-style-type: none"> <li>• We trust each other and work together</li> <li>• We talk clearly and honestly.</li> <li>• We make every penny count.</li> <li>• We get better all the time</li> </ul>	Application form/ Interview/ Test	E
We care <ul style="list-style-type: none"> <li>• We are kind and compassionate.</li> <li>• We take ownership and keep our word.</li> <li>• We are passionate, proud and committed.</li> <li>• We say thank you.</li> </ul>	Application form/ Interview/ Test	E
We value people <ul style="list-style-type: none"> <li>• We respect each other and our patients</li> <li>• We embrace difference</li> <li>• We support each other</li> <li>• We say when we have done well and learn from mistakes</li> </ul>	Application form/ Interview/ Test	E

<b>Other Requirements:</b> <i>Includes; Working Conditions</i>	<b>How Identified</b>	<b>E/D</b>
Able to fulfil Occupational Health requirements for the post (with reasonable adjustments, if necessary). Including clearance on blood borne viruses, in compliance with Trust Policy.	Occupational Health Paper Screening, followed by an Immunisation Assessment in the first week of work	E