

Candidate Brief

Research Fellow

Reference: R190069

Salary: £40,792 - £48,677 [grade 9]

Contract Type: Fixed term [24 months]

Basis: Full time

Closing Date: 23.59 hours GMT on Thursday 21 March 2019

Interview Date: To be confirmed

EXCELLENT
DIFFERENT
DISTINCTIVE
ASTON



Job description

There is a growing demand within the UK health service for pharmacists with advanced clinical skills.

Aston Pharmacy School has been leading the upskilling of secondary care pharmacists within the local NHS trusts, to both independent prescriber and advanced clinical practitioner status. Although addressing an important clinical need, to realise maximum benefit from improving the clinical skills and advancing the role of the pharmacist, parallel developments ought to occur within the primary care landscape so that pharmacists are able to provide an advanced pharmaceutical care service to patients within the community.

The rationale is clear; there is an insufficient number of General Practitioners to meet the increasing demands being placed upon the NHS by both the growing elderly demographic and the increase in the proportion of the population living with long term conditions. Given continuing funding pressures, this situation looks set to worsen in the next few years. This seems likely to lead to an increasing demand being placed upon primary care-based health professionals to help meet these challenges and the professional opportunities for pharmacists may grow significantly.

Whilst details of practice may differ, the drive to improve practice and extend pharmaceutical care is also apparent in countries across Europe, with similar drivers to optimise care provided via community pharmacies.

The **Pharmacists' Defence Association (PDA)** has become increasingly interested in the development of pharmaceutical care within primary care for several reasons. Firstly, as an organisation which provides professional indemnity cover and representation/defence services, the upskilling of pharmacists and an extension of pharmacists' roles and responsibilities in relation to pharmacotherapy has the potential to improve greatly the safe use of medicines and in turn, reduce the episodes of harm caused to patients by inappropriate use of medicines. Secondly, as the largest membership body in pharmacy to which more than 50% of all practising pharmacists already belong, the PDA must support its members in their ambition to increase the scope of their practice. Thirdly, the move towards population health interventions has introduced an extensive new area where pharmacist intervention could produce significant beneficial patient outcomes. These drivers combined will make practice safer and improve the profession as a whole.

However, for the development of pharmaceutical primary care practice to happen, work needs to be undertaken to understand the policy context in which the changes would occur and to understand the educational needs associated with such a change. Importantly, by focussing through evaluation, upon specific developmental activities within this new and developing arena, research needs to be undertaken to qualify and quantify the potential benefits, from both a therapeutic and financial perspective. The desire for improved and enhanced pharmaceutical care practice across the UK and Europe has presented an opportunity for collaborative working with pharmacist colleagues across Europe keen to explore the opportunities to embark upon a coordinated programme of research.

Job Purpose:

To undertake and manage a programme of research to understand the policy context around the development of pharmaceutical primary care. To liaise with colleagues in Europe to agree a coordinated research programme delivered across several participating research centres.

Main Duties/Responsibilities:

The Research Fellow will be expected to;

- ▶ Lead and manage an academic research programme consistent with the priorities and strategy of Aston Pharmacy School and the PDA, with a record of securing research grant income and evidence of an ongoing research strategy.
- ▶ Publish the outcomes of research in internationally excellent and leading publications.
- ▶ Disseminate research findings at leading academic seminars and conferences as well as sharing research with others in the School and wider University. Using research findings to inform own and others' teaching in the subject.
- ▶ Secure public engagement by communicating research widely to benefit society and to promote Aston Pharmacy School and the PDA.

- ▶ Work with others to secure competitive external research funding as relevant to the subject discipline as either principal investigator and/or project leader on an individual or collaborative basis, in research which is innovative and applied.
- ▶ Collaborate in initiatives with colleagues in and beyond the School and the PDA as appropriate both nationally and internationally.
- ▶ Conduct research capable of demonstrating impact e.g. research which has the potential to benefit the economy, society, culture, public policy or services, health, the environment or quality of life.
- ▶ Manage and/or supervise research staff as well as formally and informally mentoring colleagues in research. To provide developmental feedback to junior colleagues and foster a research environment.
- ▶ To participate in and develop external networks.

Teaching

- ▶ To undertake a limited amount of teaching with students at a range of levels.
- ▶ To contribute to the assessment of student knowledge and the supervision of student projects.
- ▶ To assist in the development of student research skills.

External engagement

- ▶ To represent the interests of Aston Pharmacy School and the PDA via activities to raise the regional, national and international profile, of both organisations.
- ▶ To lead translational research with external collaborators within the UK and internationally, establishing partnerships with outputs such as improved practice, policy formulation and professional development.
- ▶ To forge relationships with the professional bodies of pharmacy and pharmacists and other bodies representing relevant professional interests.

Citizenship

- ▶ To demonstrate the University's and the PDA's leadership values through own actions and behaviour.
- ▶ To undertake such other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.

Additional responsibilities

- ▶ Engage in continuous personal and professional development in line with the demands of the role, including undertaking relevant training and development activities to develop themselves and support the development of others.
- ▶ Ensure and promote the personal health, safety and wellbeing of staff and students.
- ▶ Carry out duties in a way which promotes fairness in all matters and which engenders trust.
- ▶ Promote equality of opportunity and support diversity and inclusion as well as working to support the University's environmental sustainability agenda and practices.

Person specification

	Essential	Method of assessment
Education and qualifications	<p>A good first degree in a relevant subject.</p> <p>A PhD or professional doctorate within Pharmacy, Health Service Research or another relevant discipline.</p>	Application form
Experience	<p>Experience of successfully delivering high quality collaborative research.</p> <p>Experience of identifying and securing competitive research funding through high quality bids.</p> <p>Experience of involvement in the publishing of research in high impact, high quality publications of national and international standing.</p> <p>Experience of presenting at national and international conferences/seminars, etc.</p> <p>Experience of positive collaboration within and outside of candidate's immediate research team</p>	Application form, interview and presentation
Aptitude and skills	<p>Ability to maintain an ongoing research programme and to publish in high quality publications.</p> <p>Excellent verbal and written communication skills to disseminate research findings at conferences/exhibitions etc.</p> <p>Ability to manage a research project collaboration, motivating colleagues in all participating teams to a successful research outcome.</p> <p>Ability to maintain an established research reputation with ongoing national and international research collaboration.</p> <p>Ability to build and develop links with International colleagues and the professions and to secure research funds from external sources.</p> <p>Ability to harness IT as a research and teaching tool</p> <p>A willingness to undertake further training as appropriate and to adopt new procedures as and when required.</p>	Interview and presentation

How to apply

You can apply for this role online via our website www.aston.ac.uk/jobs. Applications should be submitted by 23.59pm on the advertised closing date. All applicants must complete an application form, along with your CV.

Any CV sent direct to the Recruitment Team and Recruiting Manager will not be accepted. If you require a manual application form then please contact the Recruitment Team via recruitment@aston.ac.uk.

Contact Information

Enquiries about the vacancy:

Name: Professor Chris Langley

Job Title: Head of Aston Pharmacy School

Tel: 0121 204 3979

Email: c.a.langley@aston.ac.uk

Name: Alima Batchelor

Job Title: Head of Policy, PDA

Tel: 0121 513 0961

Email: alima.batchelor@the-pda.org

Enquiries about the application process, shortlisting or interviews:

Recruitment Team via recruitment@aston.ac.uk or 0121 204 4500.

Additional Information

Visit our website www.aston.ac.uk/hr for full details of our salary scales and benefits Aston University staff enjoy

Salary Scales: <http://www.aston.ac.uk/staff/hr/payroll-pensions-and-benefits/salary-scales/>

Benefits: <http://www.aston.ac.uk/staff/hr/payroll-pensions-and-benefits/>

Working in Birmingham: <http://www.aston.ac.uk/birmingham/city-living/>

Place of work: Primarily based at The Old Fire Station, 69 Albion Street, Birmingham B1 3EA.

Employment of Ex-Offenders: Under the Rehabilitation of Offenders Act 1974, a person with a criminal record is not required to disclose any spent convictions unless the positions they applying for is listed an exception under the act.

Eligibility to work in the UK: Candidates who are not citizens of the United Kingdom, or another EEA member country, should check their eligibility to enter or remain the UK in advance of making any job application via the UKVI website <https://www.gov.uk/browse/visas-immigration/work-visas>. Before applying you should ensure that you meet the requirements, including meeting the English language standards. If you do not meet the eligibility criteria, any application for a work visa would be unsuccessful

Equal Opportunities: Aston University promotes equality and diversity in all aspects of its work. We aim to ensure, through our admissions policies for students, and our staff recruitment and selection processes that we encourage applications from all groups represented in the wider community at a local, national and international level.

The University will endeavour not to discriminate unfairly or illegally, directly or indirectly, against student or potential students, staff or potential staff. This commitment applies to all functions of the University and to any stage of an individual's career.

An Equal Opportunities Monitoring Form is included within the application form. Data you provide on the Equal Opportunities Monitoring Form will be included in a general database, for statistical monitoring purposes, enabling the University to monitor the effectiveness of its Policy, Codes of Practice and Guidelines on Equal Opportunities in Employment. Individuals will not be identified by name.

Data Protection Act 1998: Your personal data will be processed in compliance with the DPA and from 25 May 2018 with the GDPR. The University's Data Protection Policy and Privacy Notices, including the Job Applicant Privacy Notice can be found at <http://www.aston.ac.uk/data-protection>. Your application will only be used to inform the selection process, unless you are successful, in which case it will form the basis of your personal record with the University which will be stored in manual and/or electronic files. Information in statistical form on present and former employees is given to appropriate outside bodies.



Full details of our terms and conditions of service and associated policies and procedures are available online at www.aston.ac.uk/hr



The Old Fire Station, 69 Albion Street, Birmingham B1 3EA.