

Postdoctoral Researcher: job description and person specification

Job description

JOB TITLE: Postdoctoral Researcher

GRADE: AFC Band 6

HOURS: 37.5 hours per week

DURATION: fixed term for 2 years in the first instance

LOCATION: Tavistock Centre

RESPONSIBLE TO: Director of Research & Development

ACCOUNTABLE TO: Chief Medical Officer

Overview and main duties of the post

We are seeking to appoint a postdoctoral researcher to join our team and support the National Institute for Health and Care Research (NIHR) funded LOGIC study (Longitudinal Outcomes of Gender Identity in Children). You will work closely with the study team as well as our collaborators at UCL and the Universities of Liverpool and Cambridge.

You will be part of the [R&D unit](#) who are a dedicated multi-disciplinary academic team engaged in a range of externally funded research projects, with a particular focus on the health and wellbeing of children and young people.

We are looking for an individual with excellent interpersonal skills to establish good relationships with young people and their families and communicate well with the wider project team. They should be highly organised and be able to manage a busy schedule. The ideal candidate would have experience working with young people in a research environment and of testing and interviewing child and adolescent participants. Experience working with large datasets, especially longitudinal data, would also be highly desirable. There will be opportunities during the project to assist with paper writing; previous experience of writing for publication would therefore be an advantage.

LOGIC Study

The NIHR funded LOGIC study seeks to investigate trajectories and outcomes for children and young people referred to NHS gender services.

The successful applicant will work alongside the LOGIC study team and will liaise with the study's Patient and Public Involvement Advisory group involving families participating in the study.

The post holder will be responsible for engaging participants, data collection and assisting with manuscript preparation and dissemination activities. Previous experience of working on longitudinal studies would be highly desirable.

Main duties of the post

- To work closely with the study coordinator on any matter related to the smooth running of the project;
- To carry out research assessments with children, young people and families recruited into the study;
- To manage data for statistical analysis including data entry and data cleaning;
- To ensure the secure and proper maintenance of research materials and data;
- To assist in the preparation of interim and final reports for the research team and the NIHR and research papers for publication;
- To assist the research team to ensure that all deadlines are met and that the study progresses according to the agreed timetable;
- To carry out administrative duties required for co-ordination of the study
- To attend such meetings as necessary for satisfactory completion of the duties of the post;
- To conduct all other duties as agreed by the lead investigator and research team.
- To assist with dissemination and patient and public involvement activities.

This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the Team Manager / Service Manager.

Our commitment to equality, diversity and inclusion

The Tavistock and Portman NHS Foundation Trust is committed to equality, diversity and inclusion. We are particularly keen to attract candidates from underrepresented backgrounds to better meet the needs of the service users and students that we serve. The Trust aims to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marriage or civil partnership, pregnancy and maternity, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender identity, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual's ability to meet the requirements for the job. You are responsible for ensuring that the Trust's policies, procedures and obligation in respect of promoting equality and diversity are adhered to in relation to both staff and services.

Mission and values

The Tavistock and Portman is caring, compassionate and committed to co-creating the care and training we offer. We are passionate about the quality of our work and committed to openness, the use of evidence and the application of improvement science. We value all our staff, are concerned for their wellbeing, and seek to foster leadership, innovation and excellence in our workforce. We embrace diversity in our

workforce and work to make our services and training as accessible as possible. We have made a firm commitment to being an anti-racist, anti-homophobic and anti-transphobic organisation. We work with others, in the UK and internationally, who share our values and can enable us to achieve our mission.

Continuing professional development

The post-holder will be invited to an annual appraisal, which will include the formulation of a professional development plan and specific details of continuing professional development in relation to the tasks of the post and its development over time.

Professional registration

If you are employed in an area of work which requires membership of a professional body in order to practice, it is a condition precedent of your employment to maintain membership of such a professional body. It is also your responsibility to comply with the relevant body's code of practice. Your manager will be able to advise you on which, if any, professional body of which you must be a member.

You are required to advise the Trust if your professional body in any way limits or changes the terms of your registration.

Failure to remain registered or to comply with the relevant code of practice may result in temporary downgrading, suspension from duty and/or disciplinary action, which may result in the termination of your employment.

Throughout your employment with the Foundation Trust, you are required on demand by your manager to provide him or her with documentary evidence of your registration with any particular professional body or in respect of any required qualifications.

Mandatory training

The post-holder will be required to attend statutory and mandatory training events as set out in the Trust's staff training policy, which includes attendance at induction and ongoing training in fire safety, health and safety, infection control, risk management, safeguarding children and participation in appraisal.

Policies and procedures

The post-holder will be required to adhere to all Trust-wide policies and procedures, including: equal opportunities, risk management, health and safety, safeguarding, confidentiality and compliance with the Data Protection Act. The Trust is committed to promoting equality and diversity in employment and in the services it provides.

Confidentiality

All information concerning patients/clients and staff must be treated as strictly confidential at all times.

Code of conduct

As an employee of the Trust you are expected to comply with the code of conduct for employees at all times, and any breach of it whilst in practice will be investigated by the Trust.

Risk management

All Trust employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the risk management strategy and emergency procedures and attendance at training as required.

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff are expected to implement the Trusts' safeguarding policies and procedures, act promptly on concern, communicate effectively and share information appropriately.

Emergency planning

In accordance with the organisations responsibilities under the Civil Contingencies Act 2004, you may be required to undertake alternative duties as is reasonable directed at alternative locations in the event of and for the duration of a significant internal incident, major incident or pandemic.

This job description is subject to annual review in consultation with the post-holder.

General information

Hours of duty:	37.5 hours per week
Annual leave:	27 days per year pro rata – minimum (this increases depending on length of NHS service)
Terms and conditions:	In accordance with the terms and conditions of the Tavistock and Portman NHS Foundation Trust

We are an equal opportunities employer

Person specification – Postdoctoral Researcher

Team: R&D

Grade: Band 6

Attribute/skills	ESSENTIAL	DESIRABLE	APPLICATION STAG
QUALIFICATIONS	First/Upper Second Psychology or other relevant degree PhD in subject relevant to mental health/psychology or equivalent research experience		
EXPERIENCE	Strong experience working with quantitative data and undertaking quantitative analysis Experience of working with diverse groups of people Experience in managing complex research	Experience of gender diversity Experience of longitudinal mental health research	
SKILLS	Proven research aptitude Ability to work both independently and collaboratively Excellent presentation and writing skills Ability to disseminate research findings to both academic and non-academic communities Excellent organisational skills and ability to meet tight deadlines Rigour and accuracy in collecting, storing and managing sensitive data Ability to be flexible Commitment to The Trust's policy of equal opportunity and the ability to work harmoniously with colleagues		

<p>KNOWLEDGE</p>	<p>In depth awareness of key issues in mental health and psychology research</p> <p>Awareness of research protocols and procedures including setting up study designs, running and seeing a project through from inception to completion</p>		
<p>PERSONAL ATTRIBUTES (demonstrable)</p>	<p>Ability to work with sensitivity, patience, respect and good humour with families in highly stressed situations.</p> <p>Able to demonstrate a commitment to and a desire to live by the Trust's values.</p> <p>Highly self-motivated and hard working</p> <p>The highest ethical and professional standards in research and education</p>	<p>Interest in pursuing a career in mental health research</p> <p>Commitment to continuous professional development</p>	
<p>OTHER (Please Specify)</p>			

Date: June 2024, JPETTY