

Further Information

Senior Research Associate (Global Diet and Activity Research Group)
MRC Epidemiology Unit



Grade	Grade 9
Salary range	£40,792 to £51,630
Staff group	Research

Role-specific information

Role Summary

The [MRC Epidemiology Unit](#) is a department within the School of Clinical Medicine with a mission to understand the aetiology and prevention of obesity, diabetes and related metabolic disorders. The Unit comprises an MRC-core funded Unit and a wider department which is supported through an extensive range of additional research grants, and benefits from a number of cross-programme epidemiological datasets and specialist teams that support the delivery of the research.

The post forms part of the [NIHR-funded Global Diet and Activity Research \(GDAR\) Group and Network](#). GDAR aims to help prevent non-communicable diseases in low and middle income countries (LMICs) through understanding population-level determinants of diet and physical activity, evaluation of natural experiments and planned interventions and the use of modelling to estimate the long term health effects of changes in determinants.

The GDAR Network has been established with research partners in South Africa, Cameroon, Kenya and the Caribbean. The Network has jointly agreed a research agenda and specific research projects led by GDAR partners within their LMIC settings are being implemented within this overall framework. The main research themes are:

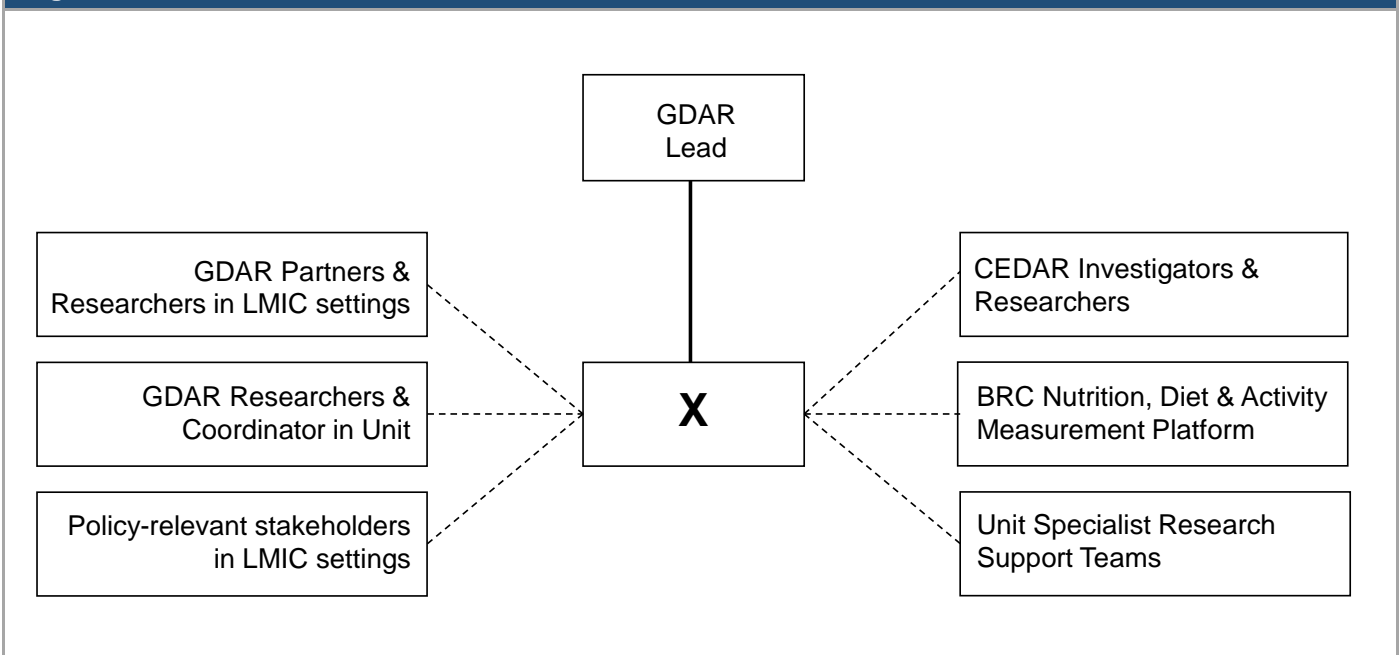
- Policy, legislative and fiscal environments – stakeholder analysis; mapping the policy environments including documented, undocumented and implemented policies; comparison of the drivers of the policy processes and agendas related to diet and physical activity.
- Determinants of diet and physical activity – identifying and analysing available data sources; mapping and comparing food systems; comparative investigation of activities of food businesses in marketing food to children; regulation of and exposure and attitudes to food brands; lived experience of the drivers of food choice and physical activity.
- Natural experiments and case studies – identification of opportunities for natural experiments, assessment of their evaluability, commencing evaluation as appropriate; identification of case studies as examples of good practice and evaluation to inform intervention development
- Methods development – valid, feasible, comparative and innovative methods for measurement of physical activity and diet; methods for assessment of built and food environments and behaviours; methods for assessing schools and workplace environments.

The post-holder will work closely with GDAR partners in LMIC settings to develop and implement research protocols, facilitate data collection and analyses (quantitative and qualitative) and the drafting of manuscripts for publication; an important additional aspect will be to ensure expertise is shared and synergies are realised across the network. They will work under the leadership of Dr Nigel Unwin, who leads the Unit's Global Public Health Research initiatives and is a visiting Professor of Population Health Sciences at the University of the West Indies, and will interact closely with work-package leads and researchers working in GDAR partner institutions. Some travel to GDAR partner settings will therefore be included in the role.

The post-holder will be able to draw on a wide range of support. The GDAR Network is supported by the work of CEDAR, the UK-based [Centre for Diet and Activity Research](#) which is part of the MRC Epidemiology Unit. The Unit also leads the [Nutrition, Diet and Lifestyle research theme of the Cambridge NIHR Biomedical Research Centre \(BRC\)](#) which includes a measurement platform to facilitate the assessment of physical activity, diet and nutritional biomarkers and provide a capacity to support research locally, nationally and internationally. The Unit also runs the Cambridge Epidemiology Trials Unit which has expertise in evaluating interventions ranging from individual- and group-level behavioural interventions, through to policy interventions.

Senior Research Associates are expected to introduce and lead on new ideas and projects, design, supervise and perform analyses and disseminate results. They will have full operational responsibility for research projects and may already hold research grants in their own right. They will be expected to play a significant role in developing the research strategy of the research group, produce strategic reviews and progress reports and deliver on projects independently. This will require liaison with scientific and specialist or technical groups within and outside of the Unit. They will contribute significantly to internal, national and international collaborations, participate in the Unit's teaching and learning programmes and line-manage and /or supervise junior researchers, students and visiting workers as required under the overall direction of the group leader.

Organisation chart



Key Responsibilities	
<p>Research</p> <ul style="list-style-type: none"> The key responsibility is to undertake cutting-edge research to address questions within the remit of the research group. The post-holder will be expected to have the creativity and initiative to develop new areas and provide the intellectual energy and independent thinking necessary to deliver the research. They will play a major role in shaping the overall aims and success of the group in consultation with the GDAR Lead. Specifically the post-holder will: <ul style="list-style-type: none"> Actively review published evidence in the area of diet and physical activity research; this means being informed about new research and identifying research opportunities. Plan, direct and manage existing research projects including overseeing the work of others, working within the overall scientific remit of the group, quantitative and qualitative data analyses, and being accountable to the GDAR Lead. Work collaboratively with partners in the GDAR network, providing scientific support and expertise as required to help build capacity and deliver high quality research on the determinants of diet and physical activity in low and middle income country settings. Be responsible for initiating, developing and delivering new projects under the leadership of the GDAR Lead; introduce and apply new analytical techniques and have the creativity and initiative to develop novel approaches and methods where required. Present research at scientific and other meetings, both nationally and internationally Disseminate research through the publication of research papers and by drafting sections of multi-authored papers and reports. Supervise students (PhD and Master's degree) and post-doctoral researchers; contribute to teaching on post-graduate courses. Contribute to scientific progress in the field as a whole by providing peer review for scientific journals and project proposals and through membership of expert committees, as appropriate. The post-holder will be expected to have the skills and understanding to be able to act independently in solving problems, many of which may require novel approaches. Ensure the research is carried in accordance with good practice and in compliance with local polices and legal requirements. 	60%
<p>Team work</p> <ul style="list-style-type: none"> To interact with a wide range of staff, students and others to ensure the smooth running of the research group, including the effective use of datasets and other resources; training of others, including contributing to the teaching and learning programmes in the Unit. The post-holder will work closely with the Unit's research support teams to inform the analyses planned, manage research studies involving human volunteers, access data, and perform statistical analyses as required for specific projects. The post-holder will be expected to interact with others effectively and by setting a good example 	10%

of management practices	
Communication and translation	
<ul style="list-style-type: none"> To communicate complex research ideas, plans, projects and results using high-level skills and a range of media, including writing scientific papers and presenting research results at internal, national and international scientific and other meetings. Write reports for funders and other stakeholders as required. Contribute to the Unit and GDAR knowledge exchange and public engagement activities, communicating research concepts and findings to policy makers, practitioners and members of the public and understanding their perspectives. 	10%
Line management	
<ul style="list-style-type: none"> Where line management responsibilities — including appraisal, staff development and performance management — are undertaken, these should be applied in accordance with the relevant policies and procedures. 	10%
Strategy and funding	
<ul style="list-style-type: none"> The post-holder will contribute to the long-term aims and scientific direction of the GDAR Group and Network by participating in scientific strategy meetings. In consultation with the GDAR Lead identify opportunities for additional funding, lead on and contribute to applications for new external grants where appropriate and monitor existing grants. Under the guidance of the GDAR Lead the post-holder will identify, obtain and manage the resources and funding from internal and/or external sources as required to sustain projects for which they are responsible. 	10%

Person Profile

This section details the knowledge, skills and experience we require for the role.

<p>Education & qualifications</p>	<p><u>Essential</u></p> <ul style="list-style-type: none"> • PhD or equivalent in a relevant area • Post-doctoral research experience in a relevant area <p><u>Desirable</u></p> <ul style="list-style-type: none"> • Masters or equivalent formal training in epidemiology, public health, social science or other relevant disciplines
<p>Specialist knowledge & skills</p>	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Significant experiences and results in cutting edge research • Proven skills in working independently to solve research-related problems • Has developed new approaches, methods or techniques that have added value to scientific research • Achieved scientific recognition in the field <p><u>Desirable</u></p> <ul style="list-style-type: none"> • Training or expertise in working across two or more disciplines
<p>Relevant experience</p>	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Substantial post-doctoral experience in a relevant area • Evidence of planning own work and determining research questions independently • Experience in planning, implementing and managing research projects • Experience of data management and cleaning • Experience of designing and running quantitative projects • Experience of working with collaborators in other disciplines • Experience in line management and supervision of pre- and post-doctoral researchers and their analyses, including significant experience of training others 'on the job' <p><u>Desirable</u></p> <ul style="list-style-type: none"> • Experience of setting up and running studies and/or trials • Experience of designing and running qualitative analyses • Evidence of generating novel ideas, including integrating knowledge from different areas and disciplines • Experience or appreciation of concepts and methods for the measurement of diet and /or physical activity and interpretation of data • Experience of research translation and /or knowledge exchange with public health policy makers and practitioners • Experience of working on multi-disciplinary projects and the synthesis of different types of evidence.
<p>Interpersonal & communication skills</p>	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Well-developed communication skills • Considerable experience in discussing and presenting research findings orally and in writing to a wide range of audiences • Significant publication record, including first-author publications in a relevant area • Strong skills and experience in working collaboratively as a member of a team



**Additional
requirements**

Essential

- Understanding of the Unit's mission and the aims of the research group
- Able to manage their own time efficiently
- Evidence of meeting deadlines and delivering timely results
- Excellent standards of research conduct
- Highly motivated, flexible and adaptable, and capable of taking independent decisions
- Well organised, self-motivated, and proactive, including the ability to plan ahead in order to meet future objectives
- Interest in and commitment to global public health research, collaborative working with LMIC partners and the translation of knowledge into preventive action
- Ability and willingness to undertake international travel

Terms and Conditions

This section details the knowledge, skills and experience we require for the role.

Location	MRC Epidemiology Unit University of Cambridge School of Clinical Medicine Box 285 Institute of Metabolic Science Cambridge Biomedical Campus Cambridge, CB2 0QQ
Working pattern	Monday - Friday
Hours of work	Full time There are no formal conditions relating to hours and times of work but you are expected to work such hours and days as are reasonably necessary for the proper performance of your duties. Your times of work should be agreed between you and your line manager. We welcome applications from individuals who wish to be considered for part-time working or other flexible working arrangements.
Length of appointment	Fixed term – 2 year appointment
Probation period	6 months
Annual leave	Full time employees are entitled to annual paid leave of 6.6 weeks (or 33 days for those working full time), plus public holidays. The Unit holiday year runs 1 January to 31 December. The Unit's holiday year runs from 1 January to 31 December.
Pension eligibility	Universities Superannuation Scheme (USS). Pension scheme details, including information about the legal requirement for the University to automatically enrol its eligible jobholders into a qualifying workplace pension scheme from 1 March 2013, is available at: http://www.pensions.admin.cam.ac.uk/ .
Retirement age	The University does not operate a retirement age for research staff.

Screening Check Requirements

We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. If you do not have the right to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it. If you need further information, you may find the Right to Work page within the 'Applying for a job' section of the University's Job Opportunities pages helpful (please see <http://www.jobs.cam.ac.uk/right/have/>).

Application Process

To submit an application for this vacancy, please click on the link in the 'Apply online' section of the advert published on the University's Job Opportunities pages. This will route you to the University's Web Recruitment System, where you will need to register an account (if you have not already) and log in before completing the online application form.

Please ensure that you upload your Curriculum Vitae (CV) and a covering letter in the Upload section of the online application. If you upload any additional documents which have not been requested, we will not be able to consider these as part of your application.

The closing date for applications is 28th November 2018 and interviews will be held on either 13 or 19 December 2018.

If you would like to discuss this role in more detail, please the GDAR Lead, Dr Nigel Unwin (nigel.unwin@mrc-epid.cam.ac.uk).

If you have any questions about the application process please contact Antonia Ciurea (HR@mrc-epid.cam.ac.uk).

General Information

The University of Cambridge

The University of Cambridge is one of the world's oldest and most successful Universities, with an outstanding reputation for academic achievement and research. It was ranked fourth in the 2016 QS World University Rankings and its graduates have won more Nobel Prizes than any other university in the world. The University comprises more than 150 departments, faculties, schools and other institutions, plus a central administration and 31 independent and autonomous colleges.

The University and the Colleges are linked in a complex historical relationship. The Colleges are self-governing, separate legal entities which appoint their own staff. They admit students, provide student accommodation and deliver small group teaching (supervisions). The University awards degrees and its faculties and departments provide lectures and seminars for students, determine the syllabi for teaching and conduct research.

There is much more information about the University at <http://www.cam.ac.uk/univ/works/index.html> which we hope you will find helpful.

MRC Epidemiology Unit

The goal of the MRC Epidemiology Unit is to study the genetic, developmental and environmental determinants of obesity, type 2 diabetes and related metabolic disorders and to contribute to the prevention of these disorders. The MRC Epidemiology Unit is based within the new Institute of Metabolic Science (IMS) building within the Cambridge Biomedical Campus on the Addenbrooke's site.

With the support of the University, the MRC Epidemiology Unit promotes environmental good-practice by encouraging staff to carry out duties in a resource-efficient way and also minimise impact to the environment wherever possible

School of Clinical Medicine

The University of Cambridge School of Clinical Medicine aims to provide leadership in education, discovery and healthcare. The School will achieve this through: inspirational teaching and training, outstanding basic and clinical research and integration of these to improve medical practice for both individual patients and the population.

Through inspirational teaching and training, the School will educate individuals who:

- will become exceptional doctors or biomedical scientists
- combine a depth of scientific understanding with outstanding clinical and communication skills
- demonstrate a caring, compassionate and professional approach to patients and the public, and
- are equipped to become future international leaders of their profession

The School will through its commitment to the pursuit of excellence, support scientists of international standing in basic and clinical research aiming to:

- understand fundamental biology and thereby the mechanisms underlying disease
- integrate basic and clinical research
- apply a rigorous mechanism-based approach to clinical problems
- innovate to solve the health challenges of our society

The School's core values are:

- ✚ to uphold the rights of the individual to freedom of thought, freedom of expression, access to education and access to appropriate healthcare
- ✚ to respect the diversity of our students, academics, non-academic staff, patients and volunteers and value their different expertise and contributions to the life of the School
- ✚ to instil in our graduates, staff and alumni a life-long passion for the pursuit of excellence in the service of society and an understanding of their responsibility to engage with the public about their research.

Remit Statement

The University of Cambridge School of Clinical Medicine aspires to change the practice of medicine and improve biological understanding in a wide range of clinical specialties and scientific disciplines. Collaborative research, both within biomedicine and crossing the boundaries to the mathematical, physical and social sciences, is key to our approach. The School also supports key enabling technologies and facilities in imaging, quantitative biology and medicine, and biological systems.

The main areas of research interest are:

- Cancer Research
- Cardio-Respiratory Medicine
- Cellular mechanisms of disease
- Diabetes, Endocrinology and Metabolism
- Epidemiology, Public Health and Primary Care
- Genetics and Genetic Medicine
- Haematological and Transplantation Medicine
- Infection and Immunity
- Neurosciences and Mental Health
- Paediatrics and children's health
- Stem Cells and Regenerative Medicine

What the University can offer you

One of our core values at the University of Cambridge is to recognise and reward our staff as our greatest asset. We realise that it's our people who have built our outstanding reputation and that we will only maintain our leading position in the academic world by continuing to attract and retain talented and motivated people. If you choose to come and work with us, you will find that we offer:

Employee Benefits

You will be eligible for a wide range of competitive benefits and services, including numerous discounts on shopping, health care, financial services and public transport. We also offer defined benefits pension schemes and tax-efficient bicycle, car lease and charity-giving schemes.

We will help you balance your home and work life by providing you with generous annual leave entitlement and procedures for requesting a career break or flexible working arrangements if you need them. You will also have access to a range of well-being support services, including in-house Occupational Health and Counselling services. If you have childcare responsibilities, you may also benefit from the enhanced maternity/adoption pay, two nurseries and a holiday play scheme that we provide.

<u>Cambridge</u>	<u>Travel to work</u>	<u>Relocation assistance</u>
Local discounts Cambridge Festival of Ideas Cambridge Science Festival Open Cambridge	CAMBens Cycle/Cars Travel to Work Loan Trains (season ticket) U bus discount	Relocation Expenses (at the discretion of the Department.) University of Cambridge Accommodation Service Newcomers Service Sanctuary – for Addenbrooke's accommodation North West Cambridge
<u>Family-friendly</u>	<u>Careers and career development</u>	<u>Financial</u>
Childcare Service Leave/Flexible Working Career breaks Nurseries/play schemes Returning Carers Scheme My Family Care	Study/sabbatical leave Unpaid leave Careers Service Institute for Continuing Education Personal Development	CAMBens discounts Payroll giving Shared Equity Scheme Contribution Rewards
<u>Cambridge Biomedical Campus</u>	<u>Health & Wellbeing</u>	<u>Recreation</u>
Frank Lee Leisure and Sports Centre Concourse/shops/restaurants	Private Medical Insurance Dental Discount Eye Test Occupational Health Counselling Service Mentoring Chaplaincy Clinical School Wellbeing Program	University Sports University Social Club College Entry Local Attractions

Moving to Cambridge

We are keen to welcome new employees from other parts of the UK and other countries to Cambridge. If you will be relocating to Cambridge on a centrally funded appointment of two years or more, you may be eligible for our

relocation expenses scheme. The University [Accommodation Service](http://www.accommodation.cam.ac.uk/) (<http://www.accommodation.cam.ac.uk/>) will also be available to help you find suitable rented accommodation and to provide advice on renting arrangements and local facilities, if required. In addition, certain academic and academic-related appointments are eligible for the Shared Equity Scheme which offers financial assistance with the purchase of living accommodation.

If you are relocating to Cambridge, you and your family will be welcome to attend the Newcomers and Visiting Scholars Group, which provides an opportunity to find out more about Cambridge and meet other people new to the area.

A range of information about living and working in Cambridge is also available to you within the University's web pages at <http://www.jobs.cam.ac.uk/> and <http://www.hr.admin.cam.ac.uk/hr-staff/information-staff>.

A welcoming and inclusive environment

We will help you settle into your new role and working environment through a central [University induction event](#), local induction activities and our online induction package. Where appropriate to your role, you will have a probation period to provide a supportive framework for reviewing your progress and discussing your training and development needs.

Extensive development opportunities

The encouragement of career development for staff is one of the University's core values. We put this into practice through various services and initiatives, including:

- A [wide-range of training courses](#) and online learning packages.
- The [Clinical School appraisal](#), which is designed to enhance work effectiveness and facilitate career development post-probation.
- [Leave for career and personal development](#), including long-term study leave for assistant staff and sabbatical leave for academic staff.
- The [CareerStart@Cam programme](#), which supports assistant staff roles without higher education qualifications to develop their skills, experience and qualifications. Assistant staff may also apply for financial assistance for study which results in a qualification.
- [Reduced staff fees](#) for University of Cambridge graduate courses.
- The opportunity to attend [lectures and seminars](#) held by University departments and institutions.
- Policies and processes dedicated to the career development of researchers and the implementation of the principles of the Concordat, which have led to the University being recognised with an HR Excellence in Research Award by the European Commission.

You can find further details of the benefits, services and opportunities we offer can be found in our CAMBens Employee Benefits web pages at <http://www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits>.

Equality of opportunity at the University

We are committed to a proactive approach to equality, which includes supporting and encouraging all under-represented groups, promoting an inclusive culture and valuing diversity. We make selection decisions based on personal merit and an objective assessment against the criteria required for the post. We do not treat job applicants or members of staff less favourably than one another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

We have various diversity networks to help us progress equality; these include the Women's Staff Network, the Disabled Staff Network, the Black and Minority Ethnic Staff Network and the Lesbian, Gay, Bisexual and Transgender Staff Network. In addition, we were ranked in the top 100 employers for lesbian, gay and bisexual (LGB) staff in Stonewall's Workplace Equality Index 2013 and we hold an Athena SWAN Silver award at organisation level for promoting women in Science, Technology, Engineering and Medicine.

We are supportive of staff with caring responsibilities (including elder care), such as through our flexible working, career break and returning carers schemes. We encourage individuals to include details of any breaks in employment due to caring responsibilities in applications for employment so that these can be taken into consideration in assessments made, where appropriate.

Information if you have a disability

The University welcomes applications from individuals with disabilities and we are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so, and, if successful, to assist them during their employment. Information for disabled applicants is available at <http://www.admin.cam.ac.uk/offices/hr/staff/disabled/>.

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.

If you would prefer to discuss any special arrangements connected with a disability, please contact the HR Recruitment Team, who are responsible for recruitment to this position by email on csrecruitment@medschl.cam.ac.uk.