Job Related Information

This document includes information about the role for which you are applying and the information you will need to provide with your application.

1. Role Details

<table>
<thead>
<tr>
<th>Vacancy reference:</th>
<th>15204</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job title:</td>
<td>Research Fellow (Health Services Organisation and Management)</td>
</tr>
<tr>
<td>Reports to:</td>
<td>Prof Richard Holti</td>
</tr>
<tr>
<td>Salary:</td>
<td>£33,199 - £36,261</td>
</tr>
<tr>
<td>Terms and conditions:</td>
<td>Research</td>
</tr>
<tr>
<td>Grade:</td>
<td>AC2</td>
</tr>
<tr>
<td>Duration of post:</td>
<td>Fixed Term to Jan 31st 2021</td>
</tr>
<tr>
<td>Working hours:</td>
<td>Full time</td>
</tr>
<tr>
<td>Location:</td>
<td>Walton Hall, Milton Keynes</td>
</tr>
<tr>
<td>Closing date:</td>
<td>Midday 25th October 2018</td>
</tr>
<tr>
<td>Type of application form accepted:</td>
<td>Electronic (Short Application form, CV and covering letter)</td>
</tr>
<tr>
<td>Number of referees required:</td>
<td>3</td>
</tr>
<tr>
<td>Unit recruitment contact:</td>
<td><a href="mailto:fbl-recruitment@open.ac.uk">fbl-recruitment@open.ac.uk</a></td>
</tr>
</tbody>
</table>
2. Summary of duties

Background and overview
We are looking to appoint a full-time Research Fellow (Health Service Organisation and Management) to complete the team of an interdisciplinary externally funded research project entitled ‘Before During and After Gender Identity Specialist Services’. The project runs for two years from February 1st 2019 and concerns developing effective models for the health services needed to support trans adults before, during and after they are seen by NHS-commissioned specialist gender identity services. The project team brings together researchers in health service organisation, psychology and sexuality, gender and health from across the OU. The wider project team includes NHS specialist clinical providers and third sector organisations concerned with LGBTQ health and wellbeing, as well as a group of service users. The research will use innovative and collaborative methodologies to learn from current initiatives. It will provide a multi-perspective and mixed methods evaluation of current initiatives and draw out the wider implications for improving the integration of care for trans people.

The person employed for this post is likely to have a background in an aspect of health services or organisational research. They will work with the team of academic investigators to carry out data gathering and analysis in six case studies of initiatives to improve the integration between specialist services and other services involved in providing care for trans people. The person in this post will focus mainly on gathering and analysing in-depth data on provider perspectives, through qualitative interviews and documentary analysis. The researcher will work alongside a further full time Research Fellow (Health and Social Care), who is being recruited in parallel. Candidates may apply for either or both posts, depending on the suitability of their qualifications and experience. A separate application is however required for each post if an applicant wishes to be considered for both.

Both Research Fellows will also be involved in some initial desk research on the state of UK health service provision for trans people, in working with NHS and third sector partners on exploring the implications of the research, in developing short OU distance-learning training courses for service providers and service users, as well as in producing published outputs aimed at academic and practitioners audiences.

The OU academic team is led by Professor Richard Holti from the Faculty of Business and Law, and includes:
Dr Peter Keogh, Faculty of Wellbeing Education and Language Studies
Dr Naomi Moller, Faculty of Arts and Social Sciences
Dr Cristina Quinones, Faculty of Business and Law
Dr Paul Walley, Faculty of Business and Law

The wider project collaboration consists of:
Leeds and York Partnership NHS Trust
Northamptonshire Healthcare NHS Trust
The LGBT Foundation
Yorkshire MESMAC
The British Association for Counselling and Psychotherapy
The Gender Identity Research and Education Society
Gendered Intelligence

Main duties will include:
- Read and synthesise literature relevant to health services for trans people and integrated care
- Work collaboratively with the academic team to gather and analyse available information on current health services and initiatives relevant to trans people
- Work collaboratively with service users (PPI panel) academics and practitioners associated with the project to design data gathering in case studies of promising examples of integrated care
- Undertake empirical research, as agreed with the project team
- Work with other members of the project team, including the PPI panel, to analyse data, run feedback workshops and produce research reports, academic and practitioner articles.
3. Person specification

Education, qualifications and training

**Essential:**
- Post graduate qualification in an aspect of health service organisation or management or more generally in organisation or management studies

**Desirable:**
- A relevant PhD

Knowledge, work and other relevant experience

**Essential:**
- Experience of research on healthcare organisation or innovation
- An emerging research agenda and evidence of potential for developing a publication profile
- A record of involvement in the wider aspects of research life, such as contribution to academic conferences, membership of academic networks
- Knowledge of and interest in the healthcare experiences of trans and gender questioning people
- Knowledge of quantitative and qualitative research methodologies
- Experience of interviewing in staff in healthcare contexts

**Desirable:**
- Experience of care pathway analysis, including cost analysis
- Experience of on-line survey design and administration
- Experience of giving seminars and running workshops
- An interest in and experience of inter-disciplinary working in research
- Experience of qualitative data analysis involving user communities using the Framework approach
- Experience of one or more techniques for rigorous qualitative analysis of documents
- Experience of data gathering within the LGBT community on sensitive physical and mental health issues
- Experience of playing a role in research project management
- Experience of designing on-line learning materials

Personal abilities and qualities

**Essential:**
- Computer literacy and ICT competence
- Professionalism as a colleague and proven track record of working with others as a member of a team
- Capable of taking responsibility for own elements of work within a team framework
- Effective communication skills orally, in writing and electronically
- Excellent writing skills (e.g. in published papers) indicating ability to write high quality research materials
- Excellent interpersonal skills
Desirable:
- Skilled in the use of social media for research promotion and communication.
- Experience of research administration

Additional requirements/Special circumstances

Essential:
- A commitment to, and understanding of, equal opportunities policies and practices
- Willingness to travel throughout the UK and internationally
- Willingness to work occasional evenings and weekends

4. Role specific requirements e.g. Shift working

N/A

5. About the units/departments

Faculty of Business and Law
The Faculty of Business and Law has a strong reputation as a high-quality and innovative provider of management and legal education. It brings together two schools – The Open University Business School and The Open University Law School.

The Open University Business School (OUBS) is accredited by AACSB, EQUIS and AMBA, one of only sixty business schools worldwide to have the quality of its teaching recognised in this way. Research within the Business School combines intellectual rigour and innovation with practical relevance, with a strong commitment to understanding and reinforcing innovation in public services and social enterprise. There is an active PhD programme with around 30 PhD students. Since first entering the Research Assessment Exercise (RAE) in 1996, OUBS has increased its research capability significantly, with external awards from Economic and Social Research Council, Engineering and Physical Science Research Council, the National Institute of Health Research, Design Council, European Union, the private sector and internal sources. The REF 2014 results saw OUBS achieve an overall ranking of joint 34th out of 101 schools by grade point average. Impact was a significant part of the assessment and here OUBS performed at the very highest level (50% 4* and 50% 3*) resulting in the school being ranked 16th (out of 101). This reflects the practice-based nature of what we research as well as its inherent quality as perceived by the panel.

The school is made up of four departments:
- Department for Accounting and Finance
- Department for People and Organisations
- Department for Public Leadership and Social Enterprise
- Department for Strategy and Marketing

Departments provide curriculum leadership and contribute to research which takes place both within and across department boundaries. Department teams include academics, visiting experts, specialist research staff and post graduate students. The result is a dynamic collaborative approach to organisational and management research and programme development that is engaged with the real needs of public services, industry and government. The Department for People and Organisations will be the main collaborator in the project to which this post is being recruited.

Each year around 36,000 students enrol on the Faculty’s business, management and law programmes. Since 1991 more than 25,400 students have successfully completed their MBA and joined one of the three largest alumni associations for MBA graduates outside the United States. In addition, the school offers a range
of programmes in undergraduate business and management. The school also has an Executive Education programme and has a strong link with business and not-for-profit organisations. Sixty percent of OUBS students study in the UK, the rest study across more than 100 other countries, through a network of successful European and international partnerships.

A long standing partnership with the BBC and a world-leading presence in the provision of free online learning means that The Open University has a remarkable and unique set of platforms for impact and dissemination. For example Open University materials in iTunes U have been downloaded more than 70 million times. Many Open University academics get the opportunity to work with television and radio broadcasters on major, innovative series, usually also providing wraparound materials for audiences. This provides unprecedented scope for research impact.

Faculty of Wellbeing, Education and Language Studies
The Faculty of Wellbeing, Education and Language Studies (WELS) works across a range of disciplines including education, childhood and youth, health and social care, youth work, social work, languages and applied linguistics, nursing, and sport and fitness. We have an innovative approach to teaching and learning, developing collaborative partnerships with employers and other institutions, and engaging in cutting edge, action oriented and internationally recognised research.

The Faculty is formed of three schools

- School of Health, Wellbeing and Social Care
- School of Education, Childhood and Youth
- School of Languages and Applied Linguistics

The current post will be based within the School of Health, Wellbeing and Social Care, which is characterised by a vigorous intellectual life fostered through shared research/scholarship interests, collaborative teaching, and a strong external focus. The School has three distinct but inter-related areas of curriculum: Health and Social Care, Nursing, and Social Work. The School is committed to making a difference to health and social care practice and to working in partnership with key stakeholders. The School’s mission is to transform lives through health and social care education and research. Our teaching materials are underpinned by the excellence of our research as well as high quality scholarship in the area of teaching and learning that focuses on the delivery of an excellent student experience. Students of the School have won prestigious awards including, for example, the Scottish Association of Social Workers student of the year award and the Royal College of Nursing Student Nurse of the Year Award in Northern Ireland.

The School has a strong track record in applied health and social care research. We are funded by the Research Councils (ESRC and AHRC), the National Institute for Health Research and a wide range of trusts, charities and commercial organisations. In REF2014, 69% of our research submitted to UoA22 (Social Work and Social Policy) was judged to be world leading (4*) or internationally excellent (3*). 73% of our research was assessed as 4* or 3* for impact and 75% for research environment.

The School is distinguished by its reputation for a commitment to meaningful interdisciplinarity in health and social care research and our use of inclusive and innovative methodology. Our research into reproduction, sexualities and sexual health is concerned not only with prevention of infection, conception, violence or risk, but also with sexual and reproductive autonomy, pleasure and intimacy. We use life story approaches to enable people to articulate deeper understandings of their experiences of living with disability and long-term conditions, empowering patient groups and transforming perceptions of disability. Our research on ageing focuses on the changing cultural, economic, social and environmental circumstances in which people thrive in older age. We use ethnographic approaches to focus on end-of-life care, death, bereavement, and memorialisation and participatory and social history approaches to research the experience of people with learning difficulties. A newly emerging area is research in sport and fitness is examining issues as diverse as the performance of elite athletes, the rehabilitation of sports professionals, and women’s sporting embodiment.

Our commitment to co-production and knowledge exchange involves us in partnership with charities, universities, service user and provider organisations. We host various cross-sector alliances such as the Carer Research and Knowledge Exchange Resource (CARER) and the Sexuality Alliance, a multi-agency collaboration to promote sexual health and rights for young people with life-limiting conditions.

The University has been developing and delivering supported open learning in the field of health and social care
for over 40 years. Our materials are highly respected and we have become one of the largest providers of educational opportunities and learning solutions in this sector. Our practice-focused curriculum and emphasis on meeting the need of the health, social work and social care workforce, makes us very different from other, more traditional academic units. The School develops open and distance learning materials for multi-disciplinary and multi-professional use, qualifying and post-qualifying routes, and vocational training. Modules and study materials cover a wide range of subject areas including social work; nursing; community care; working with children, young people and families; youth justice and law; public health; care management; mental health; dementia care and end-of-life care; communication in health; and mentorship and leadership. The School’s research community is committed to promoting the synergy between research/scholarship and learning and teaching. It is also strongly committed to the principles and practice of equality, diversity, widening participation and to the pursuit of social justice.

The School supports a large student population of approximately 11,000. It is the UK’s largest provider of part-time social work training and has a unique pre-registration nursing programme which offers a work-based qualifying route for healthcare support workers across the UK. It works in partnership with employers to provide learning programmes that meet their changing needs. Over 50% of its students are currently sponsored by employers, mainly in the NHS, social services and the voluntary sector. Whilst most of the School’s curriculum is open to all, we currently offer two professional qualifications – a degree in Social Work and a degree in Nursing (adult or mental health) that are available to students who are sponsored and supported by their employers.

Over the past few years the School has been involved in a number of high quality popular broadcasts. These thought-provoking programmes reach millions of viewers and are developed in collaboration with academics in the School and the BBC. Recent examples include ‘Hospital’ an award winning series which explores the dilemmas and decision-making that unfolds in NHS hospitals; Drugsland a documentary series that takes a detailed look at the consumption, dealing, treatment and policing of illegal drugs; and ‘A Time to Live’ a documentary which shares the stories of people who have managed to find the positives in their terminal prognosis and are determined to make the most of the time they have left.

Faculty of Arts and Social Sciences
The Faculty of Arts and Social Sciences embodies the core values of The Open University, enabling, empowering and transforming individuals, societies, cultures and individuals through its teaching, research and engagement in dialogues across the world.

The Faculty is the largest and most diverse at The Open University, with some 50,000 students studying Faculty courses with excellent completion rates and consistently outstanding student satisfaction ratings. Noted for the strength of its interdisciplinary approaches, Faculty scholars of international standing teach and research a very wide range of topics and themes in specific subject areas, recognized as world class or internationally excellent in the latest Research Excellence Framework (REF) in 2014, and having a direct and profound influence on Faculty undergraduate and postgraduate teaching.

The Faculty works closely with important organisations and institutions in the UK and other parts of the world in a range of validated partnerships and collaborations. Engaged in world-class, agenda setting research tackling the most difficult challenges facing us in the 21st Century, with work in numerous subject-based and interdisciplinary research groups and projects.

With around 1800 members of staff comprising academics, associate lecturers, support staff and full-time research students working across the locations of the University, combining originality and innovation in research and curriculum, the Faculty of Arts and Social Sciences is a vibrant and exciting place to study and work.

The Faculty comprises three schools:

- School of Psychology
- School of Arts & Humanities
- School of Social Sciences & Global Studies

The School of Psychology is Europe’s largest provider of university-level education in Psychology, offering undergraduate, postgraduate and research qualifications. The school has a vigorous research culture with
strengths in psycho-social perspectives, counselling and forensic psychology. The school’s general orientation is specifically multi-perspectival and interdisciplinary and this is reflected in both school teaching and research – Open University Psychology students are not only versed in methodological skills, but also understand fundamental conceptual and philosophical issues in psychology, and the different ways in which psychological knowledge can be constructed and applied.

Members of the School work in close collaboration with psychologists in other Faculties including the Faculty of Wellbeing, Education and Language Studies (WELS), the Faculty of Business and Law (FBL) and the Faculty of Science, Technology, Engineering and Mathematics (STEM) in teaching and curriculum provision as well as research.

Further information about The Open University can be found at: http://www.open.ac.uk/business-school/
Further information about the OU Health and Wellbeing PRA can be found at: https://healthwellbeing.kmi.open.ac.uk/

6. How to obtain more information about the role or application process

If you would like to discuss the particulars of this role before making an application please contact Professor Richard Holti, richard.holti@open.ac.uk

If you have any questions regarding the application process please contact by email fbl-recruitment@open.ac.uk

7. The application process and where to send completed applications

| How to Apply: | Complete the (short) application form  
The application form has been designed to give the information needed at this initial stage. |
| --- | --- |
|  | Covering letter  
Write a covering letter indicating why you are interested in this post and how you believe your knowledge experience and skills meet the Person Specification.  
Please use the essential and desirable items listed in the person specification as subtitles within your letter. In writing your letter, examine carefully the description of the role and analyse how your skills, knowledge and experience match with the requirements set out in the person specification.  
Please pick out specific examples from your experience which clearly demonstrate that you have the particular knowledge and capabilities required in the person specification. |
|  | Curriculum Vitae (CV)  
Please enclose an up to date CV with your application for employment.  
Decisions about short listing will be based solely on the information you provide on your application form and covering letter. |
In order to apply for this post, please complete the application form, provide a covering letter and enclose an up-to-date CV. Please note if you do not provide all of this information, your application may not be considered.

Your completed application should be returned electronically to fbl-recruitment@open.ac.uk by midday 25th October 2018

Applications received after the closing date will not be accepted.

8. Selection process and date of interview

<table>
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<tr>
<th>The interviews will take place on:</th>
<th>Interviews are planned for week commencing 12 November 2018 at Milton Keynes but this date may be changed if operationally required. Please also note that occasionally there may be a need for second interview.</th>
</tr>
</thead>
<tbody>
<tr>
<td>The selection process for this post will include</td>
<td>Presentation</td>
</tr>
</tbody>
</table>

We will let you know as soon as possible after the closing date whether you have been shortlisted for interview. Further details on the selection process will also be sent to shortlisted candidates.