



# NUFFIELD DEPARTMENT OF **PRIMARY CARE** HEALTH SCIENCES

## Job Description

### Summary

<b>Job title</b>	Qualitative Researcher
<b>Division</b>	Medical Sciences
<b>Department</b>	Nuffield Department of Primary Care Health Sciences
<b>Location</b>	Radcliffe Primary Care Building, Radcliffe Observatory Quarter, Woodstock Road, Oxford, OX2 6GG
<b>Grade and salary</b>	Grade 7: £32,817 - £40,322 per annum
<b>Hours</b>	Full time
<b>Contract type</b>	Fixed term (24 months)
<b>Reporting to</b>	Dr Rebecca Barnes (Senior Qualitative Researcher) and Professor Richard McManus (Professor of Primary Care)
<b>Vacancy reference</b>	BZ21034
<b>Additional information</b>	

<b>Research topic</b>	Prevention of cardiovascular disease including in the context of multi-morbidity
<b>Principal Investigator / supervisor</b>	Dr Rebecca Barnes (Senior Qualitative Researcher) Professor Richard McManus (Professor of Primary Care)
<b>Project team</b>	Hypertension Research Group
<b>Project web site</b>	<a href="https://www.phc.ox.ac.uk/research/hypertension">https://www.phc.ox.ac.uk/research/hypertension</a>
<b>Funding partner</b>	The funds supporting this research project are provided by the NIHR Oxford and Thames Valley Applied Research Collaboration
<b>Recent publications</b>	McManus R J, Little P, Stuart B, Morton K, Raftery J, Kelly J et al. Home and Online Management and Evaluation of Blood Pressure (HOME BP) using a digital intervention in poorly controlled hypertension: randomised controlled trial. <i>BMJ</i> 2021;372:m4858 doi:10.1136/bmj.m4858



## The role

Reporting to Dr Rebecca Barnes (PI) and Professor Richard McManus (CI). The post holder is a member of a research group with responsibility for carrying out qualitative research in the SHIP study and the OSCAR study. The post holder provides guidance to junior members of the research group including research assistants, PhD students, and/or project volunteers.

### SHIP study

The 'Studying Hypertension Plus implementation (SHIP) study' builds on previous work led by Professor Richard McManus that has demonstrated the positive impact of self-monitoring of blood pressure on the hypertensive population (e.g. TASMINH trials and Home BP). This new study will assess the challenges to successfully implementing and sustaining a system of self-monitoring (including caregiver/family member monitoring) of BP for people with hypertension (Hypertension-Plus), with the aim of lowering BP initially in at least three study areas across the UK (North West London, Dorset and Cheshire). Hypertension-Plus (HTN+) is a telemonitoring and decision support system developed by Omron PLC. The system allows health care professionals and patients to share information about home blood pressure levels and treatment recommendations. It provides reminders for monitoring and alerts for action to both patients and professionals.

We will study the implementation of HTN+ in at least six GP surgeries over the course of one year. We will investigate factors that predict or influence adoption, implementation (including barriers and facilitators), sustainability, reach and effectiveness (or otherwise), and how all of these may vary across different types of contexts. This will be achieved by collecting and analysing interviews with Clinical Commissioning Group, Primary Care Network and GP surgery leads, health care professionals and eligible patients and caregivers/family members (where appropriate) who are using (or not using) the system; patient audio diary entries; '(dis-)engagement' contacts between GP surgeries and patients; and customer service data from Omron, integrating the findings with reach and effectiveness data from our parallel quantitative evaluation.

### OSCAR study

The 'Optimising structured medication reviews: A real-time observational cohort study with integrated qualitative evaluation (OSCAR)' study will evaluate the implementation of structured medication reviews (SMRs) for people with complex multimorbidity (4+ conditions). SMRs are a national policy implemented via the 2020/21 Primary Care Network (PCN) Direct Enhanced Service Contract Specification and follow NICE guidance to regularly review medications prescribed to people with multi-morbidity. SMRs have been commissioned to be undertaken by practice/network clinical pharmacists +/- GPs, funded by NHS England via PCNs from October 2020. The limited evidence base for SMRs means that this project – a collaboration across seven ARC areas - will use a hybrid evaluation model including elements of both implementation science and effectiveness research.

In the qualitative evaluation we will study the implementation of SMRs across a sample of PCNs in our collaborating ARCs. SMRs between clinical pharmacists or other health care professionals and eligible patients and caregivers/family members (where appropriate) will be video or audio-recorded (up to 40 in total). Recordings will be transcribed and analysed using conversation analytic methods. Analysis will focus on providing a detailed picture of the conduct of SMRs with particular attention given to how patients' holistic needs and concerns are addressed, whether/how shared decision-making is enacted, and the delivery of any brief advice and/or onward referrals. A sample of those individuals taking part in the recordings (up to 40 participants in total) will be interviewed within 14 days of the SMR. Interviews will be audio-recorded and transcripts analysed using thematic analysis with a view to understanding the wider context for the SMRs.

The appointee is likely to be a health services or behavioural/social science researcher. We anticipate they will also have an interest in the use of technology to improve health and health services. They will have a track-record in qualitative research data collection and analysis methods; an interest in applied research for understanding and improving patient experience and current knowledge of UK health policy.

## Responsibilities

- Manage own academic research and administrative activities. This involves small scale project management, to co-ordinate multiple aspects of work to meet deadlines;
- Adapt existing and develop new research methodologies;
- Prepare working theories and analyse qualitative data from a variety of sources, reviewing and refining theories as appropriate;
- Contribute ideas for new research projects;
- Develop ideas for generating research income, and present detailed research proposals to senior researchers;
- Collaborate in the preparation of research publications, and book chapters;
- Present papers at conferences or public meetings;
- Act as a source of information and advice to other members of the group on methodologies or procedures;
- Represent the research group at external meetings/seminars, either with other members of the group or alone;
- Carry out collaborative projects with colleagues in partner institutions, and research groups.

## Selection criteria

### Essential selection criteria

- Hold a relevant PhD/Dphil, together with experience in qualitative methods;
- Possess sufficient specialist knowledge in the discipline to work within established research programmes;
- Ability to manage own academic research and associated activities;
- Previous experience of contributing to publications/presentations;
- Ability to contribute ideas for new research projects and research income generation;
- Excellent communication skills, including the ability to write for publication, present research proposals and results, and represent the research group at meetings;
- Excellent interpersonal skills, in particular the ability to deal with health issues sensitively.

### Desirable selection criteria

- Experience of independently managing a discrete area of a research project;
- Experience of research in the areas of patient experience, evaluation and/or implementation science, and digital health;

- Experience of actively collaborating in the development of research articles for publication.

## Pre-employment screening

### Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) we will contact the referees you have nominated. You will also be asked to complete a health declaration so that you can tell us about any health conditions or disabilities for which you may need us to make appropriate adjustments.

Please read the candidate notes on the University's pre-employment screening procedures at:

<https://www.jobs.ox.ac.uk/pre-employment-checks>

### Hazard-specific / Safety-critical duties

This job includes hazards or safety-critical activities. If you are offered the post, you will be asked to complete a health questionnaire which will be assessed by our Occupational Health Service, and the offer of employment will be subject to a successful outcome of this assessment.

The hazards or safety-critical duties involved are as follows:

- Lone Working
- Work in clinical areas with direct contact with patients (NOT administrative roles)

### Additional security pre-employment checks

This job includes duties that will require additional security pre-employment checks:

- Recruiting patients
- Recording medical consultations
- Interviewing patients

A satisfactory basic Disclosure and Barring Service check will be necessary due to the post holder having access to persons in receipt of healthcare services in the course of their normal duties.

## About the University of Oxford

Welcome to the University of Oxford. We aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is our strength, vital for innovation and creativity, we aspire to build a truly diverse community which values and respects every individual's unique contribution.

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities and we rank first in the UK for university spin-outs, and in recent years we have spun out 15-20 new companies every year. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

For more information, please visit [www.ox.ac.uk/about/organisation](http://www.ox.ac.uk/about/organisation).

## Nuffield Department of Primary Care Health Sciences

The top ranked centre for academic primary care in the UK, we lead world-class research and training to rethink the way healthcare is delivered in general practice and other primary care settings, both across the UK and globally. Integrating evidence and innovation, our main research focus is on the prevention, early diagnosis and management of common illness.

Our research is led by internationally renowned scientists; many of whom are practising GPs, but we also have academics from a range of non-medical disciplines including the social sciences and humanities. We cover the broad range of issues that you might expect to consult your GP about including cardiovascular and metabolic disease, infectious diseases and childhood illness, diet, smoking and cancer. We also focus on understanding and improving the experiences of patients, utilising big data, developing digital health interventions and working internationally. We have methodological expertise in clinical decision making and diagnostics, clinical epidemiology, medical statistics, modelling, qualitative research and the wider application of social science theory and methods to address practical and theoretical challenges in health and care settings. We also have a dedicated in-house Primary Care Clinical Trials Unit.

The department was established in October 1998 (as the Department of Primary Health Care) with the appointment of a foundation chair in general practice. We provide a strong multi-disciplinary training environment, a full programme of academic support and good IT facilities. Our ability to collaborate with other epidemiological and community-based research groups across the University and with GP surgeries locally and nationally enables us to utilise a broad range of relevant expertise into our teaching and research.

The department has recently developed a new stream of clinical research which seeks to improve the conceptual understanding and use of monitoring in a number of chronic diseases. We have an international reputation for developing research methodologies to ensure that research findings have a positive impact on clinical practice.

We are home to the Oxford Centre for Evidence-Based Medicine; the international Cochrane Tobacco Addiction Group which collates and summarises research evidence from across the world to underpin governmental health policies on smoking; the Interdisciplinary Research in Health Sciences research group (which uses both quantitative and qualitative methods to examine the human, organisational and societal issues relating to the delivery of healthcare and the improvement of health services). We also host the Medical Sciences and Health Experiences Research Group (MS&HERG), which undertakes qualitative research into the patient experience, published on [www.healthtalk.org](http://www.healthtalk.org) through a close working experience with the charity DIPEX. The Department is a founding member of the National Institute for Health Research (NIHR) School of Primary Care Research, houses both the NIHR Collaboration for Leadership in Applied Health Research and Care Oxford and the NIHR Community Healthcare MedTech and In Vitro Diagnostics Co-operative, and leads 3 Themes of the Oxford BRC.

The Nuffield Department of Primary Care Health Sciences holds a departmental Silver Athena SWAN award to recognise advancement of gender equality: representation, progression and success for all.

Our staff are mostly located in the superbly renovated Grade II listed Radcliffe Primary Care Building on the Radcliffe Observatory Quarter (ROQ), the University's most prestigious development site for a generation, and close to the city centre (see <http://www.ox.ac.uk/roq/> for more information). Some staff are located nearby in the Gibson Building at the ROQ and at Eagle House, off Walton Street.

Car parking is very restricted at both sites with only a small percentage of staff being granted an annual parking permit. Bus Pass, Train Pass, bicycle loans and Season Ticket Loan Schemes are all in operation for staff.

The Nuffield Department of Primary Care Health Sciences currently holds a Gold NUS Green Impact award. Green Impact is an environmental accreditation scheme championed by the National Union of Students and is designed to support environmentally and socially sustainable practice. The department supports sustainability initiatives in the following areas: supporting and leading change; energy; water; materials and waste; sustainable travel; biodiversity and nature; and food.

For more information on the department please visit: <http://www.phc.ox.ac.uk>

## Medical Sciences Division

The Medical Sciences Division is an internationally recognised centre of excellence for biomedical and clinical research and teaching. We are the largest academic division in the University of Oxford.

World-leading programmes, housed in state-of-the-art facilities cover the full range of scientific endeavour from the molecule to the population. With our NHS partners we also foster the highest possible standards in patient care.

For more information please visit: <http://www.medsci.ox.ac.uk/>

## How to apply

Applications are made through our e-recruitment system and you will find all the information you need about how to apply on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>.

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

As part of your application you will be asked to provide details of two referees and indicate whether we can contact them now.

You will be asked to upload a CV and a supporting statement. The supporting statement must explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants)

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

If you are applying for a research post and you have had periods of working part-time, please indicate this on your CV or in your supporting statement. This will ensure that any outputs such as publications are fairly judged when considered alongside the expected outputs of full-time workers.

Where posts are advertised full-time, we may be able to consider part-time working or job share arrangements depending on the requirements of the role. If you want to work part-time and this option is not expressly stated in the advert or job information, please email [hr@phc.ox.ac.uk](mailto:hr@phc.ox.ac.uk) to enquire whether the role you are applying for might be available on a part-time basis.

Please upload all documents **as PDF files** with your name and the document type in the filename.

All applications must be received by **midday** UK time on the closing date stated in the online advertisement.

Only in exceptional circumstances and with prior agreement can we consider applications submitted via methods other than the on-line recruitment system.

Please note that you will be notified of the progress of your application by automatic e-mails from our e-recruitment system. **Please check your spam/junk mail** regularly to ensure that you receive all e-mails. **We contact all candidates, whether shortlisted for interview or not, so if you have not heard from us, please check your spam/junk folder and then contact us if you have not received a response.**

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## Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing department(s).

If you are a priority candidate, please ensure that you attach your redeployment letter to your application (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments).

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## If you need help

Help and support is available from: <https://hrsystems.admin.ox.ac.uk/recruitment-support>

If you require any further assistance please email [recruitment.support@admin.ox.ac.uk](mailto:recruitment.support@admin.ox.ac.uk).

To return to the online application at any stage, please go to: [www.recruit.ox.ac.uk](http://www.recruit.ox.ac.uk).

Please note that you will receive an automated email from our e-recruitment system to confirm receipt of your application. **Please check your spam/junk mail** if you do not receive this email.

## Important information for candidates

### Data Privacy

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at: <https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>. The University's Policy on Data Protection is available at: <https://compliance.admin.ox.ac.uk/data-protection-policy>.

### The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for all academic posts and some academic-related posts. The University has adopted an EJRA of 30 September before the 69<sup>th</sup> birthday for all academic and academic-related staff in posts at **grade 8 and above**. The justification for this is explained at: <https://hr.admin.ox.ac.uk/the-ejra>

For **existing** employees, any employment beyond the retirement age is subject to approval through the procedures: <https://hr.admin.ox.ac.uk/the-ejra>

There is no normal or fixed age at which staff in posts at **grades 1–7** have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

### Equality of opportunity

Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.



## Benefits of working at the University

### Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, travel discounts, and a variety of professional development opportunities. Our range of other employee benefits and discounts also includes free entry to the Botanic Gardens and University colleges, and discounts at University museums. See <https://hr.admin.ox.ac.uk/staff-benefits>

### University Club and sports facilities

Membership of the University Club is free for all University staff. The University Club offers social, sporting, and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool. See [www.club.ox.ac.uk](http://www.club.ox.ac.uk) and <https://www.sport.ox.ac.uk/>.

### Information for staff new to Oxford

If you are relocating to Oxfordshire from overseas or elsewhere in the UK, the University's Welcome Service website includes practical information about settling in the area, including advice on relocation, accommodation, and local schools. See <https://welcome.ox.ac.uk/>

There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependents. See <https://staffimmigration.admin.ox.ac.uk/visa-loan-scheme>

### Family-friendly benefits

With one of the most generous family leave schemes in the Higher Education sector, and a range of flexible working options, Oxford aims to be a family-friendly employer. We also subscribe to the Work+Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, and the ability to book emergency back-up care for children, adult dependents and elderly relatives. See <https://hr.admin.ox.ac.uk/my-family-care>

The University has excellent childcare services, including five University nurseries as well as University-supported places at many other private nurseries.

For full details, including how to apply and the costs, see <https://childcare.admin.ox.ac.uk/>

### Disabled staff

We are committed to supporting members of staff with disabilities or long-term health conditions. For further details, including information about how to make contact, in confidence, with the University's Staff Disability Advisor, see <https://edu.admin.ox.ac.uk/disability-support>

### Staff networks

The University has a number of staff networks including the Oxford Research Staff Society, BME staff network, LGBT+ staff network and a disabled staff network. You can find more information at <https://edu.admin.ox.ac.uk/networks>

### The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is an organisation run by volunteers that aims to assist the partners of new staff settle into Oxford, and provides them with an opportunity to meet people and make connections in the local area. See [www.newcomers.ox.ac.uk](http://www.newcomers.ox.ac.uk).