

Job Description

Job Title	Research Fellow - NIHR ARC London Postdoctoral Researcher		
Grade	8	Faculty	Health, Science, Social Care and Education
School	Nursing, Allied and Public Health	Reports to	Research Inclusion Theme co-Lead / Professor of Health Psychology
Direct reports	None	DBS Requirement	N/A

Job purpose

As an experienced researcher, the post holder will have a leading role in delivery of NIHR-funded research infrastructure grant ARC London Research Inclusion (RI) programme. This is a 0.8FTE, fixed-term post funded from 1st December 2026 to 31 March 2031, working closely with the Theme Lead, Co-Lead and wider team.

The role will support a whole-system, evidence-informed approach to Research Inclusion, ensuring that research is designed, conducted and delivered inclusively across the research lifecycle, and addressing structural barriers to the participation and involvement of diverse and underserved populations.

The postholder will plan, deliver and evaluate Research Inclusion projects and initiatives; work collaboratively with academic, NHS, local authority, VCSE and community partners; and contribute to research outputs, practical resources and future research development. The role will also support the development and wider adoption of inclusive research practices across the ARC London and contribute to the research profile of the team and University.

As an NIHR-funded post, the role requires a commitment to research inclusion and to working with people and communities throughout the research lifecycle, in line with NIHR operating principles. The work will integrate and contribute to the research positioning of the team and the University.

Role & Responsibilities

1. Provide Research Inclusion (RI) expertise and advisory support to researchers, project teams, collaborators, and strategic initiatives, supporting the development, delivery, and evaluation of research projects, funding applications, and inclusive research practices across the research lifecycle.
2. Support the RI team to provide, drop-in clinics, develop training, and portfolio of flagship Research Inclusion initiatives including practical guidance, resources and awards for early- and mid-career researchers.
3. Support and promote inclusive research design and delivery, working with research teams to strengthen participant recruitment, retention, engagement, analysis, dissemination, and the adoption of evidence-based Research Inclusion approaches.
4. Develop and strengthen strategic partnerships with NHS organisations, academic institutions, local authorities, VCSE organisations, community groups, and other stakeholders to support meaningful involvement and participation in research.

5. Co-design and implement inclusion strategies and community engagement approaches that address barriers to research participation and promote culturally appropriate, accessible, and community-informed research practices.
6. Systematically support the preparation and dissemination of joint authored research findings in high quality peer-reviewed journals
7. Participate in continuing education or training to keep their knowledge and skills up to date when needed
8. There may be an opportunity to contribute to or obtain research funding and/or other forms of funding, in accordance with industry standards
9. Assume accountability for planning activities and managing the resources given and consider longer-term issues when planning and organising individual or group activities
10. Create and carry out public engagement initiatives, such as conferences, panel discussions, and other research internal and external networks to exchange knowledge, ideas and sources for collaboration
11. Engage in development opportunities in accordance with the UK Concordat Research Development Framework
12. Applicants should possess a commitment to inclusivity, demonstrating a respect for diverse perspectives. They should approach challenges with a creative and innovative mindset, seeking imaginative solutions.

General Requirements

All Kingston University Staff are expected to demonstrate and work towards developing the Values Framework:

- **Innovative:** To apply new methods or ideas to facilitate progress
- **Inclusive:** To value the diversity of students and staff, treating them respectfully
- **Enterprising:** To recognise and act on opportunities
- **Ambitious:** To pursue excellence for oneself, the University, and our communities

The postholder must always carry their responsibilities with due regard to our policy, organisation and arrangements for Health and Safety at Work.

It is your responsibility to carry out your duties in line with our EDI policy and strategy and be sensitive and caring to the needs of others, promoting a positive approach to a harmonious working environment.

You must promote and safeguard the welfare of students/ staff that you are responsible for or come into contact with.

Please note that job descriptions cannot be exhaustive, and the postholder may be required to undertake other duties, which are broadly in line with the above key responsibilities.

DBS Check

- A Disclosure and Barring Service (DBS) check is not normally required for this post. If the post holder undertakes fieldwork involving direct contact with children and young people, an **Enhanced DBS** check may be required.

Person Specification

Knowledge & Qualifications	Essential	Desirable
You will normally hold a PhD in a relevant discipline, or have submitted your thesis for examination by the time of application, and will have been awarded by the start date of the postdoctoral post.	X	
You will have some research experience or have equivalent research experience in research inclusion, health inequalities or working with underserved populations.	X	
Demonstrate outstanding expertise in research, including the ability to design, undertake and/or manage research projects	X	
Ability to contribute to the organisation's research efforts, can conduct pertinent independent research, and create research proposals (in accordance with quality standards) and secure funding awards	X	
Experience in disseminating and presenting research findings at relevant conferences and in publications/outputs	X	
Experience of providing guidance to others on data collection, analysis and interpretation; able to seek necessary information and can update others on progress and able to help to resolve issues or problems.	X	
Capacity to evaluate resource requirements, secure resources, and effectively implement resources and budgets	X	
Demonstrate exceptional skills in research integrity	X	
Knowledge and Experience of co-production, PPIE, or participatory research approaches		X
Experience contributing to development of practical research resources (e.g. toolkits, guidance, or frameworks)		X
Evidence of a clear trajectory to become a future health or social care research leader	X	

Skills & Competences	Essential	Desirable
Ability to apply inclusive and participatory research methods in practice	X	
Ability to engage effectively with community partners and stakeholders	X	
Ability to translate research into accessible outputs for diverse audiences	X	
Experience supporting capacity-building, mentoring, or training in inclusive research practices		X
Skills in project and/or people management that can be identified by prior experience	X	
Ability to collaborate with other university departments, community partners and stakeholders to create new or improved procedures and auxiliary systems	X	
Relevant communication and IT skills, including the use of relevant specialised and/or common software programs	X	
Capacity to deliver outcomes on time and in accordance with agreed-upon standards	X	
Demonstrate a clear trajectory to become a future health or social care research leader		X
Demonstrate alignment with NIHR strategic priorities		X

Demonstrate understanding and approach aligns to NIHR Research Inclusion Strategy 2022-27	X	
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Important Working Relationships
Line manager (RI Co-Lead) and RI Lead