NUFFIELD DEPARTMENT OF PRIMARY CARE HEALTH SCIENCES

Job Description

Summary

Job title	Realist Researcher in Primary Care Workforce and Learning
Division	Medical Sciences
Department	Nuffield Department of Primary Care Health Sciences
Location	Gibson Building, Radcliffe Observatory Quarter, Woodstock Road, Oxford, OX2 6GG
Grade and salary	Research Grade 7: £40,178 - £48,700 per annum
Hours	Full-time
Contract type	Fixed-term for 30 months, commencing as soon as possible from 1 February 2027, and no later than 1 March 2027
Reporting to	Principal Investigator, Professor Sophie Park
Vacancy reference	BZ26047 - 189898
Research topic	Primary Care Workforce and Learning
Principal Investigator / supervisor	Professor Sophie Park
Project team	Workforce and Learning Research Group
Project web site	https://www.phc.ox.ac.uk/research/groups-and- centres/workforce-and-learning-research-group
Funding partner	The funds supporting this research project are provided by the National Institute for Health and Care Research (NIHR), Health and Social Care Delivery Research (HSDR) Programme at the University of Oxford.
Recent publications	1. Owen-Boukra, E., Cai, Z., Duddy, C., Fudge, N., Hamer-Hunt, J., Husson, F., Mahtani, K.R., Ogden, M., Swinglehurst, D., Turner, M. and Whittlesea, C., Wong, G., & Park, S. (2024). Collaborative and integrated working between general practice and community pharmacies: A realist review of what works, for whom, and in which contexts. Journal of Health Services Research & Policy. https://doi.org/10.1177/13558196241290923.

2. Park, S., Owen, E., Cai, Z., Duddy, C., Fudge, N., Hamer-Hunt, J., Husson, F., Mahtani, K., Ogden, M., Swinglehurst, D., Turner, M., Whittlesea, C., & Wong, G. (2024). Collaborative and integrated working between general practice and community pharmacy: Findings from a realist review. doi: 10.5287/ora-zboy7z2vx

3. Park, S., Owen-Boukra, E., Burford, B., Cohen, T., Duddy, C., Dunn, H., Fadia, V., Goodman, C., Henry, C., Lamb, E. I., Ogden, M., Rapley, T., Rees, E. L., Vance, G., & Wong, G. (2024). General practitioner workforce sustainability to maximise effective and equitable patient care: a realist review protocol. BMJ Open. http://dx.doi.org/10.1136/bmjopen-2023-075189.

4. Coombs, C. R. H., Cohen, T., Duddy, C., Mahtani, K. R., Owen, E., Roberts, N., Saini, A., Staddon, A. F., & Park, S. (2023). Primary care micro-teams: an international systematic review of patient and healthcare professional perspectives. British Journal of General Practice. https://doi.org/10.3399/BJGP.2022.0545.

5. Owen, E., Abrams, R., Cai, Z., Duddy, C., Fudge, N., Hamer-Hunt, J., Husson, F., Mahtani, K. R., Ogden, M., Swinglehurst, D., Turner, M., Whittlesea, C., Wong, G., & Park, S. (2022). Community pharmacy and general practice collaborative and integrated working: a realist review protocol. BMJ Open. http://dx.doi.org/10.1136/bmjopen-2022-067034.

The role

We are seeking an experienced researcher with a background in social and medical sciences, humanities, and capabilities in realist research methodology (reviews +/- evaluation). The applicant should have experience in working with public contributors (PPI) and research about primary healthcare design and organisation, and an interest in primary care workforce and learning, for the position as Researcher based in Oxford University's Nuffield Department of Primary Care Health Sciences. The applicant will be involved in working with PPI and stakeholders to maximise the relevance of the project for policy and strategy, and should also be able to inform dissemination outputs to maximise impact. The applicant will coordinate and contribute to decision-making and manage day-to-day aspects of the project, liaising regularly with Prof. Sophie Park, research group members and external collaborators. The applicant will be expected to present project findings, write relevant reports and prepare materials for publication. The post holder will join a multi-disciplinary and multi-institutional team with expertise in primary healthcare organisation and design, workforce sustainability, workplace-based learning, realist evidence synthesis and evaluation, qualitative research, and co-production.

The Workforce and Learning Research Group are conducting a number of projects about the nature of general practice and primary care work and related workforce needs. This includes the GAP LEAP project: a realist review funded by the NIHR HSDR programme. The project aims to understand the nature of additional healthcare professional (AdHCP) workplace-based learning (WPBL) in the general practice setting and how this might be enhanced and strengthened. In particular, the project explores how the undifferentiated and complex nature of patient needs can be well supported in this setting. The project uses a realist approach to produce a review, appreciative inquiry, toolbox co-production and evaluation. The findings will inform the design of future policies, interventions, and support systems to help general practice approaches to inter-disciplinary workplace-based learning (e.g. education approaches, supervision) to maximise equitable patient care. The project key questions are:

- What is working to support AHP-WPBL? Why is it working, how and for whom? How can this be enhanced?
- How can evidence and PPI/Stakeholder involvement be used to co-produce a toolbox to support AHP-WPBL in general practice?
- Under what circumstances does the toolbox support a sustainable general practice workforce and equitable and effective patient care?

The project also includes a methodological innovation (Studies Within A Review; SWAR) to explore how artificial intelligence (AI) can support future realist reviews to identify key papers and/or develop programme theory.

This role offers the opportunity to contribute to an innovative and policy-relevant programme of work that combines methodological development with real-world impact in UK primary care. The postholder will join an active workforce and learning research group led by Prof. Sophie Park (https://www.phc.ox.ac.uk/research/groups-and-centres/workforce-and-learning-research-group). The Workforce and Learning research group is a cross-disciplinary centre of excellence in health services and education research. We conduct studies about how knowledge in primary care is produced, used, exchanged and learned. Our studies explore a range of factors that shape how the organisation and delivery of primary care maximises opportunities for equitable patient care. We work with a range of patient and public partners and stakeholders across our projects, to forefront social accountability and collaboration in our approaches to knowledge production.

Primary care is a diverse and exciting context for patient care and learning. Our work examines what works well in primary care and general practice and informs innovation within clinical care and learning organisation and delivery developments. Our research explores a range of interactions and practices in this setting, from undergraduate learners through to postgraduate and professional workplace-based learning. We seek to inform and enhance the experience of patients in this setting, as well as support learners and practitioners to thrive.

Flexible working

The University of Oxford considers request for flexible working arrangements upon recruitment. For most positions, the following types of flexibility are feasible: flexible hours and hybrid working.

Responsibilities

The postholder will join the team as a realist researcher, contributing to multiple aspects of the project. We encourage collaborative working within the workforce and learning research group with, for example, colleagues supporting double screening and data extraction across realist reviews. Key responsibilities will depend on the project stage, but include:

- Contribute to initial programme theory development, searches, screening, data extraction, and realist analysis including coding using e.g. EPPI-Reviewer software, and interpretation.
- Prepare materials for appreciative inquiry, co-production and dissemination conversations with relevant patient representatives and stakeholders (e.g. practitioners and policy-makers).
- Prepare required ethical and governance documents in advance of interviews and focus groups with relevant participants.
- Travel when required to clinical sites and/or participant sites to complete consent and data collection.
- Collaboration and effective communication and team-working with other research team members. These might include both internal and external academics, as well as stakeholders and PPI.
- Collaborate in the writing of research articles for prestigious journals, book chapters, and major publications, and reviews. Present papers at national conferences, and coordinate seminars to disseminate research findings.
- Work with the Principal Investigator (PI) and Flor Deakin (professional services) to support project management, such as organising research team meetings and communications, PPI and stakeholder meetings, and research materials and filing systems management.
- Support the principal investigator to manage the research budget and to prepare reports for stakeholders, PPI and funder groups.
- Work with the principal investigator to identify additional funding opportunities and writing funding applications for new research projects and negotiating with external bodies.
- Prepare theories, refine research questions, analyse detailed and complex data from a variety of sources, and generate original ideas by building on existing concepts.
- Develop ideas for generating research income and present detailed research proposal to senior researchers.
- Act as a source of information and advice to other members of the group on research methodologies and materials.
- Act as a source of information and advice on realist methodologies including contribution to relevant departmental teaching and seminars.

- Provide supervision and guidance to junior members of this research programme, including research assistants, SPCR interns, medical/PhD students, or project volunteers.
- Willingness to contribute to departmental and disciplinary educational and citizenship activities to enhance personal, departmental and disciplinary development as agreed with line manager.

Selection criteria

Essential selection criteria

- A doctoral degree (e.g. PhD/DPhil), or near completion, in a relevant subject (e.g. public health, primary care, health psychology, epidemiology, evidence synthesis).
- Relevant research experience to conduct realist research and co-production.
- Capable of using the realist approach to inform process, analysis and dissemination (realist review, realist evaluation, realist appreciative inquiry).
- Previous experience of contributing to publications/presentations record.
- Possess sufficient specialist knowledge in the discipline (workforce, primary care, continuity, general practice sustainability) and approach (realist, co-production and qualitative methods) to inform research and development of future research projects and methodologies.
- A methodical and accurate approach to work with excellent attention to detail.
- Excellent communication skills, including the ability to write for publication, present research proposal and results, and represent the research group at meetings
- Ability to manage own workload through effective ordering of priorities and good organisational ability.
- Ability to demonstrate a good working knowledge of qualitative data analysis software such as EPPI-Reviewer.
- Willingness to engage with a broad range of literature if relevant to the review (e.g. education, business, organisation, sociology).
- Ability to co-ordinate and support PPI and stakeholder involvement.
- Evidence of effective teamwork in interdisciplinary research contexts and multi-party collaborations
- Ability to contribute to research project planning, management and research budget.
- Willingness to contribute to broader departmental and disciplinary educational and citizenship activities as agreed with line manager.

Desirable selection criteria

- Experience of independently managing a discrete area of a research project.
- Experience of actively collaborating in the development of research articles for publication.
- Commitment to a research career.
- Experience of writing user friendly project summaries for public audiences.
- Experience of managing a research budget.

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. If you have previously worked for the University we will also verify key information such as your dates of employment and reason for leaving your previous role with the department/unit where you worked. 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: Pre-employment screening

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 https://www.ox.ac.uk/about.

Nuffield Department of Primary Care Health Sciences

A 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 strategic priorities are to develop evidence-informed solutions to reducing the pressures on health systems, advancing global primary health care and supporting the development of environmentally and financially sustainable models of healthcare.

Our research is led by internationally-renowned scientists; many of whom are practising GPs and primary care clinicians. Many others are psychologists, epidemiologists, sociologists, and public health academics. We cover the broad range of issues that you might expect to address in the community, 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, rigorously evaluating the effectiveness of treatments and diagnostics, utilising big data, developing digital health interventions and working internationally. We have methodological expertise in novel clinical trial design and implementation, clinical decision-making and diagnostics, clinical epidemiology, medical statistics, behavioural science, modelling, qualitative research and the wider application of social science theory and methods to address practical and theoretical challenges in health and care settings.

The Department was established in October 1998 (as the Department of Primary Health Care) with the appointment of a foundation chair in general practice, and was made a free-standing department in 2011 with the first Oxford statutory chair in primary care. 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. We have strong relationships at a national level with the UK Health Security Agency and public

health agencies in the devolved UK administrations, and at international level with inter-governmental bodies such as the World Health Organisation.

Our main research themes coalesce around cardiovascular disease and diabetes, infection, cancer, health behaviours, and digital health, with several cross-cutting themes, including disease prevention, early diagnosis, and patient self-management, big data and new clinical themes. We place inclusivity and diversity at the forefront of our approach to research from design and conduct through to the dissemination of our findings.

The department has exceptional infrastructure, including the long-established Primary Care Clinical Trials Unit, one of the most expert CTU's for trials conducted in community settings. We also host the Oxford Institute for Digital Health; the Bennett Institute for Applied Data Science; the Oxford Centre for Evidence-Based Medicine; the WHO Collaborating Centre for Primary Care; a WHO Collaborating Centre for the Promotion of Healthy and Sustainable Diets; The Global Health Network (a WHO Collaborating Centre for Research Information Sharing, E-Learning and Capacity Development); 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); and the Medical Sociology and Health Experiences Research Group (MS HERG), which is a centre of excellence in qualitative research methods and conducts studies of experiences of health and illness, digital health and organisation and delivery of care. The department is a founding member of the National Institute for Health Care Research (NIHR) School of Primary Care Research, houses the NIHR MedTech and In Vitro Diagnostics Co-operative (MIC), and leads several themes of the Oxford University Hospital and Oxford Health BRCs. In terms of methodologies, as well as our critical mass of social scientists and computer/information scientists, the department supports one of the largest groups of medical statisticians in medical sciences and a growing team of health economists.

Clinicians in our department teach a number of threads in the undergraduate course in Medicine and we place students in GP practices as part of their training. We run a very successful, well-established MSc programme in Evidence Based Health Care, and a new MSc in Translational Health Science with Oxford Lifelong Learning. We also run an MSc in Applied Digital Health and an MSc in Global Health Care Leadership run in partnership with the Said Business School.

The Nuffield Department of Primary Care Health Sciences holds a departmental Gold Athena Swan award (awarded in March 2023 and the first Gold in the University of Oxford) to recognise advancement of gender equality: representation, progression and success for all.

The Nuffield Department of Primary Care Health Sciences currently holds a Gold National Union of Students (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.

In order to create a positive culture, the department has created a set of values that we all aspire to demonstrate in the way we work and behave.

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. Some staff are located nearby in the Gibson Building at the ROQ and the Department is currently seeking funding for ambitious renovation plans to create state of the art teaching and office space.

Car parking is very restricted with only a small percentage of staff being granted an annual parking permit and priority being given to those with access needs. Bus Pass, Train Pass, bicycle loans and Season Ticket Loan Schemes are all in operation for staff.

For more information 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 online recruitment portal. Information about how to apply is available on our Jobs website https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/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 / three 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)

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 recruitment@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.

Please do not upload full published papers or certificates as part of your supporting documents.

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

Information for internal candidates

If you currently work at the University please note that:

- as part of the referencing process, we will contact your current department to confirm basic employment details including reason for leaving and information about your performance.
- although employees may hold multiple part-time posts, they may not hold more than the equivalent of a full time post. If you are offered this post, and accepting it would take you over the equivalent of full-time hours, you will be expected to resign from, or reduce hours in, your other posts(s) before starting work in the new post.

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).

If you need help

Application FAQs, including technical troubleshooting advice is available at: Support with Online Applications

Non-technical questions about this job should be addressed to the recruiting department directly recruitment@phc.ox.ac.uk

To return to the online application at any stage, please go to: Applications Process

Please note that you will receive an automated email from our online recruitment portal 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://www.ox.ac.uk/about/how-we-are-run/policies-and-statements/policy-hub/job-applicant-privacy-policy. The University's Policy on Data Protection is available at: Data Protection Policy

The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for very senior research posts at **grade RSIV/D35 and clinical equivalents E62 and E82** of 30 September before the 70th birthday.

For **existing** employees on these grades, any employment beyond the retirement age is subject to approval through the procedures: The ERJA

There is no normal or fixed age at which staff in posts at other grades 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.

Equal Opportunity

The University of Oxford is committed to equal opportunity, and to being a place where everyone belongs and is supported to succeed. We recognise how the diversity of our community enriches our ability to deliver on our academic mission.

We welcome applications from individuals from all backgrounds, including those under-represented within higher education. No applicant or members of staff shall be unlawfully discriminated against on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Employment with the University and progression within employment will be determined according to personal merit and the application of criteria related to the duties and conditions of the post. In all cases, the primary consideration will be the ability to perform the job.

As stated in the University's Equality Policy and Equality, Diversity and Inclusion Strategic Plan, our commitment to equality and diversity goes hand in hand with our commitment to academic freedom and free speech.

Benefits of working at the University

Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, flexible working options, support for sustainable travel and other discounts. Staff can also access a huge range of personal and professional development opportunities. See Working here

Employee Assistance Programme

As part of our wellbeing offering staff get free access to a confidential employee assistance programme, available 24/7 for 365 days a year. Find out more at Healthcare and wellbeing

University Club and sports facilities

Membership of the University Club is free for University staff. It 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 and https://www.sport.ox.ac.uk/

Information for staff new to Oxford

Please see our Life in Oxford webpage for information on relocating to and settling into the Oxford area. The website offers valuable guidance, including information on where to find more details about housing, transportation, finances, healthcare, and other key aspects of living in Oxford and the surrounding region. See Life in Oxford

There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependants. See Visas and Immigration

Family-friendly benefits

We are a family-friendly employer with one of the most generous family leave schemes in the Higher Education sector (see terms and conditions of employment. Our Childcare Services team provides guidance and support on childcare provision, and offers a range of high-quality childcare options at affordable prices for staff. In addition to 5 University nurseries, we partner with a number of local providers to offer in excess of 450 full time nursery places to our staff. Eligible parents are able to pay for childcare through salary sacrifice, further reducing costs. See Childcare

Supporting disability and health-related issues (inc menopause)

We are committed to supporting members of staff with disabilities or long-term health conditions, including those experiencing negative effects of menopause. Contact the University's Staff Disability Advisor at staffdisability@admin.ox.ac.uk for further information.

Staff networks

The University has a number of staff networks including for research staff, BME staff, LGBT+ staff, disabled staff network and those going through menopause.

The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is 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

Research staff

The Researcher Hub supports all researchers on fixed-term contracts. They aim to help you settle in comfortably, make connections, grow as a person, extend your research expertise and approach your next career step with confidence. Find out more https://www.ox.ac.uk/research/support/researcher-hub/about