

# Research Manager role at Medact



**Contract type:** Fixed Term Employment

**Contract length:** 18 months from start date

**Preferred start date:** Late May/Early June

**Hours:** 3 days per week (7 hour days)

**Location:** London (other locations considered)

**Reporting to:** Executive Director

**Salary** £32k-£34k, pro rata (depending on experience) + pension contribution

**Benefits:** Workplace pension with 3% employer contribution, flexible working and 25 days holiday per year (plus bank holidays)

**Application deadline:** 11.59pm, Monday 22nd April 2019

**Invite to interviews:** Thursday 25th April 2019

**First interview:** Week of 28th April 2019

## About Medact

Medact's mission is to support healthcare workers and health professionals from all disciplines to work together towards a world in which everyone can truly achieve and exercise their human right to health. We do this through research and evidence-based campaigning for solutions to the social, political and economic structures that damage health, deepen health inequalities and threaten peace and security. We use public health principles to identify the root causes of ill health, and take a systems change approach to the solutions we develop.

Medact utilises the social mandate of its members to create change. Evidence based research is a foundational principle in designing our campaigns: it is what our members expect of us. Our research has strategic political value, ensuring it moves us closer to our vision. Our main interest isn't to increase the sum of human knowledge - it's to use the knowledge available to change the world.

## Job Description

This post will play the central role in ensuring quality in our research practice, and in making sure all the research we do helps to advance our strategic campaigning aims. Over the next two years we will be engaging in research on a variety of issues, including but likely not limited to:

- The Prevent duty in the health service and the effects on patients and health workers;
- The impacts of NHS 2015 and 2017 charging regulations for overseas visitors and migrants;
- The impacts of conflict, environmental issues and socio-political inequity on health in the UK and abroad;
- The corporate and political forces that are preventing action on air pollution
- Qualitative research on what key social justice issues are most important to health professionals, to inform the implementation of our movement-building strategy

The Research Manager will hold the key research expertise in the organisation, and lead on a significant proportion of our research work and guiding colleagues on other parts. They will be responsible for ensuring that all the research we publish is high-quality, ethical and - crucially - helps to move our campaigning agenda forwards.

### Key responsibilities

#### Ensuring our research is strategic and delivers for our campaigning work

The Research Manager will ensure that Medact's research and report-writing sits at the interface between evidence-gathering, and campaigning for change, creating as much impact as possible. This includes:

- Ensuring our overall programme of research fits squarely within our strategic priorities, and that we are answering questions which will take our campaigning and advocacy work forwards
- Spotting opportunities for smaller pieces of research which can create media opportunities on our key campaigns, and leading on these
- Keeping abreast of other organisations' research agendas, to spot gaps; enable collaboration; and avoid duplication;
- Seeking and identifying research-related fundraising opportunities and working with the Executive Director on funding applications to make our research programme sustainable in the long term.

#### Conducting and guiding research Medact needs to develop and maintain evidence-based policy positions, and to support our overall campaigns

- Ensuring that all our research is conducted according to sound research methods, which are appropriate for the level of the research and what we'll be using it for
- Leading on individual pieces of research as agreed with the Executive Director; ensuring they deliver on clear aims which relate to our strategic priorities
- Guiding colleagues on research they may be leading on, or on which you may be collaborating
- Supporting campaign colleagues to develop policy positions based on our research and other available evidence
- Line-managing or task-managing volunteer researchers - including medical students who may be doing elective placements with us - and managing research consultants where appropriate.

#### Communicating our research

- Leading on making sure our research is presented in ways which will have the most impact - whether through reports; briefing papers or other means.
- Working with campaign colleagues and the Executive Director, co-ordinating strategic media work around the results of our research where appropriate
- Leading on developing the best possible ways to communicate our research, evidence base, and policy positions to our membership

## Supporting research within the wider Medact movement

In coordination with the Movement Builder, support Medact groups to conduct their own research, including:

- Designing and running skillshares on how research can be used effectively for campaigning
- Acting as consultant and guide on individual pieces of research
- Supporting groups to get local or national media coverage for the results of their research, where appropriate

## Relationships

- Holding key relationships with academic institutions and individual researchers with whom we might wish to collaborate
- Holding key relationships with research staff at other NGOs working in similar fields, to ensure we make the most of opportunities for collaboration.

## Person specification

You are a dynamic and resourceful researcher, who can work on multiple issues at the same time. As a researcher, you consider [intersectionality](#) a key approach to exploring a subject area - and you commit to this practice as you work with others. You have an understanding of how to manage the sensitive nature of our research. This is particularly important in those projects that identify the impact of structural barriers to health equity and justice on vulnerable communities such as; undocumented people, migrants, people of colour communities, and those living with mental health conditions. You have experience and a strong understanding of solidarity work with the [Global South](#) solidarity work, and actively build this into your analysis, strategy and narrative.

## Research strengths

### Essential

- Have the skills to design and deliver high quality research outputs
- Ability to think analytically and generate ideas and themes from research data.
- Know how to effectively use participatory research methodology.
- Know how to effectively use quantitative and/or qualitative methodologies and the relevant analytical procedures
- Ability to use Freedom of Information for campaign research
- Experience of writing accessible reports and presentations for a range of audiences to ensure impact
- Experience/expertise in developing relevant research procedures such as Confidentiality processes, consent forms, data security

### Desirable

- Experience of workshop / focus group planning and facilitation

## Research Manager role at Medact

- Understanding of how to undertake research with vulnerable groups and with health professionals
- Ability to use quantitative and/or qualitative data analysis software packages (for example, Nvivo, R, STATA etc)
- Ability to use data visualisation software (for example Tableau)
- Healthcare worker or experience of working with the health community

### Campaign policies

- A familiarity or interest in global health issues
- Adopting a root cause analysis to social, political and economic issues
- Thinking and acting intersectionally to design campaign policies
- Experience of working in solidarity with impacted communities

### Funding

- Skills to contribute to funding applications and report writing
- Connections with research funding for NGO's

### Working in the team

- Able to work with and support members to carry out their own research
- Willing to contribute in the team to support the organisation's development
- Willingness to travel across the UK to meet with local groups, partners and academics
- Skilled at writing articles, blogs, and contributing items for our other communications

### How to apply

To apply, please send:

- a CV (removing your age/education and including two references)
- a one page description on why you're keen to join us, and how you feel you fit the role

to [jobs@medact.org](mailto:jobs@medact.org) by 11.59pm, Monday 22nd April 2019

Please also complete a copy of our [monitoring form](#).

*Medact aims to be an inclusive and supportive employer, so we recognise that recruitment processes don't work for everyone. We acknowledge that people from certain backgrounds are under-represented in the NGO sector, particularly in senior roles and we're committed to doing what we can to correct this. We are particularly keen to receive applications from people of colour; people with disabilities; people who identify as being LGTBQIA; people who have a mental health condition; and people who identify as working class or have a working class background. If you have any questions or uncertainties about this position, and whether you are right for it, please do get in touch.*