

## RESEARCH ASSOCIATE

### The IGLOo intervention for sustainable return-to-work

Part-time (0.8 FTE, 29.6-hrs per week); Fixed-term for 30-months

Job Ref: REQ220253

**As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.**

Internationally recognised for its contribution to the study of sport, exercise and health, the School has wide-ranging expertise, encompassing such diverse areas as biomechanics, medicine, molecular and cellular biology, nutrition, pedagogy, psychology, physiology, sociology, economics and sport management.

The School has an active and ambitious plan to grow capacity and influence through developments as part of the National Centre for Sport and Exercise Medicine, Loughborough in London, and StemLab.

The School is extremely proud to hold an **Athena Swan Silver Award** since 2013, recognising the commitment and work of the School in addressing gender inequalities in Science and to improving career progress for female academics. The School is committed to ensuring that female students and staff are able to achieve their full potential; and provides a flexible and open working culture to enable staff to maintain a work-life balance.

We support our Athena SWAN initiatives by investing in:

- Bespoke leadership programmes to encourage and build confidence in women to take leadership roles.
- Working lunches where needed to enable meetings to be held between 10am and 4pm (as per our Silver Action Plan).
- Monthly coffee mornings which provide opportunities for networking and developing a sense of community within the School.
- Extra mile award which recognises the above and beyond contributions of staff from all job families and research students.

Further information about Athena SWAN and the School's commitment to uphold the Silver Award can be found at: <http://www.lboro.ac.uk/departments/ssehs/about/athena-swan/>

#### **Research**

Research within the School is characterised by excellence and breadth, and its quality was recognised by the 2014 Research Excellence Framework audit. A broad range of social and natural sciences contribute to the School's research activity which is organised within three overlapping themes:

- **Sport performance**, which aims to understand and enhance sport and exercise performance across the ability range by investigating the factors influencing, and methods for improving, human performance in sport and exercise;
- **Lifestyle for health and well-being**, which aims to improve human health and wellbeing throughout the lifespan by considering the social, behavioural and biological determinants and consequences of human lifestyles with specific emphases on physical activity, nutrition and chronic disease; and
- **Participation in sport and exercise**, which aims to analyse the sociological, economic, psychological, political, organisational and behavioural factors which inhibit and facilitate community participation in sport and exercise.

The School's research themes articulate in particular with the Sport and Exercise Beacon and the Health and Wellbeing Global Challenge which are key elements of the University's CALIBRE (Collective Ambition at Loughborough for Building Research Excellence) framework.

Further information about the School's research themes can be found at:

<http://www.lboro.ac.uk/departments/ssehs/research/> and about the University's CALIBRE framework at: <http://www.lboro.ac.uk/research/calibre/>

## Project Summary

This project will pilot test a return-to-work programme designed to support employees' mental well-being whilst on long-term sick leave and after returning to work. The programme is an intervention which consists of employer online learning on what works best in supporting employees back-to-work and what helps them to stay in work after long-term sick leave. For employees taking long-term sick leave, a toolkit will be offered that outlines step-by-step actions they can take to support their own wellbeing and help them return to work. Their managers will have access to online tools with actions to take to support the employee's mental well-being whilst on sick leave, and actions to take when they are ready to return-to-work. Within one month of an employee returning to work, online learning will be offered to help them make reasonable changes to their job so that their mental well-being is supported. Training will be given to line managers so they can support their employee in making reasonable changes. Data in the form of questionnaires and interviews will be collected from employers, employees and line managers before, during and after the intervention.

## Job Description

**Job Family & Grade:** Specialist and Supporting Academic (Research) Grade 6

**Job Purpose:** To support the research team in trialling the intervention of a return-to-work programme designed to support employees' mental well-being whilst on long-term sick leave and after returning to work.

### Job Duties:

- To work closely with the trial manager at Rotherham, Doncaster and South Humber (RDaSH) NHS Foundation Trust and with participating organisations on strategies for recruiting participants throughout the trial
- To set-up online surveys, develop and implement strategies to ensure survey completion at each timepoint
- To undertake data collection for process evaluation including conducting interviews in collaboration with researchers at RDaSH
- To share the responsibility with RDaSH researchers in keeping in regular professional contact with participating organisations to maintain their study engagement
- Design and deliver presentations and webinars on the study to participating organisations and their employees, and to external stakeholders
- Oversee arrangements and meeting minutes for stakeholder advisory meetings with Affinity Health at Work
- Attend research team meetings and undertake minutes
- Complete any administrative tasks related to the research (e.g., data input and analysis)
- Contribute to writing of scientific papers, and to publish the outcomes of research in high quality, peer-reviewed journals
- Contribute to the writing of interim and final report for the funding body
- Take the lead in collaboration with Affinity Health at Work on writing about the study for trade articles and professional bodies
- Demonstrate specialist knowledge and understanding of the workplace policies and practices to feed into the conduct of the research
- Ensure good working relationships with all research partners
- Collaborate on research initiatives with colleagues to move forward the area of research
- Manage own academic and administrative activities
- Contribute ideas for new research projects
- Always maintain confidentiality and ensure that intellectual property agreements are not violated
- Engage in training programmes in the University (or elsewhere) that are consistent with the needs and aspirations of the project and those of the School
- Undertake other duties as may be reasonably requested and that are commensurate with the nature and grade of the post

### Points to Note:

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility entailed.

### Special Conditions:

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Respecting Diversity and, where appropriate, Recruitment and Selection.

**Organisational Responsibility:**

Reports to Professor Fehmidah Munir (Chief Investigator)

## Person Specification

Your application will be reviewed with respect to meeting the essential and desirable criteria listed below. Your application will be reviewed against the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application. Stages of assessment are as follows:

- 1 – Application
- 2 – Test/Assessment Centre/Presentation
- 3 – Interview

### ESSENTIAL

Area	Criteria	Stage
<b>Experience</b>	A research background in work, mental health and wellbeing	1,3
	Knowledge and understanding of employer policies and practices on sick leave and return to work management	1,3
	Experience in sickness absence and return to work research	1,3
	Experience of conducting qualitative and survey research methods related to work, health and wellbeing	1
	Experience of analysing and interpreting qualitative and quantitative data related to work, health and wellbeing	1
	Experience of working as part of a multidisciplinary team	3
	Experience of working with employers and stakeholders on research topics related to work, health and wellbeing	1,3
<b>Skills and abilities</b>	Excellent communication skills and interpersonal skills	1,3
	Good time management	1,3
	Ability to work independently when required	1,3
	Competence in IT skills including data input packages	1
	Ability to work as part of a team and to collaborate with others	1,3
	Good track record in publishing professional reports for different audiences	1
<b>Training</b>	Demonstrate evidence of having undertaken research training	1,3
<b>Qualifications</b>	At least a 2:1 honours degree in psychology	1
	At least a Masters degree in Occupational Psychology	1
<b>Other</b>	Commitment to observing the University's Equal Opportunities policy at all times	3

### DESIRABLE

Area	Criteria	Stage
<b>Qualifications</b>	A PhD on a topic related to mental health and work or a Professional Doctorate in Occupational/Organisational Psychology	1,3
<b>Experience</b>	Experience of collecting intervention data on sickness absence and return-to-work	1,3

## Conditions of Service

This part-time post (0.8 FTE) is offered on a fixed-term contract for 30-months (11<sup>th</sup> April 2022 to 6<sup>th</sup> October 2024) within the *Specialist & Supporting Academic (Research)* job family at Grade 6 (£31,406 - £37,467 per annum, pro rata); starting salary to be agreed upon offer of appointment.

The appointment will be subject to the University's normal Terms and Conditions of Employment for staff employed on Grade 6 and above, details of which can be found [here](#).

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which can be found [here](#).

The University offers a wide range of employee benefits which can be found [here](#). We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available at: <http://www.lboro.ac.uk/services/hr/a-z/childcare-information---page.html>)

In addition, the University is supportive, wherever possible, of flexible working arrangements. We also strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN see <http://www.lboro.ac.uk/services/hr/athena-swan/>

**Closing date for applications is 21/03/2022**