



School of School of Sport, Exercise and Health Sciences & D4 Drivers

Job Ref: REQ260547

Job title: Driver Health Data & Behaviour Change Specialist (KTP Associate)

Period: 24 months (fixed-term, full-time)

Salary: £35,000 to £39,000, per annum (due to approved budget - starting salary to be confirmed on offer of appointment), plus a £2,000 per annum personal development and training budget

Application deadline: Sunday 16th August

Interview date: The interview will take place during W/C 24th August in person at D4 Drivers in Telford

Key words: Knowledge Transfer Partnership (KTP), digital health, behaviour change, wearable technology, health data analysis, commercial drivers, occupational health, health psychology, public health.

Project Title: Developing a data-driven health monitoring and behaviour change platform for commercial drivers

About the project: This is an exciting opportunity for a proactive and motivated Knowledge Transfer Partnership (KTP) Associate to join D4 Drivers (the trading name of Ryminster Medical Services Ltd), the UK's largest provider of driver medical assessments. This is a 24-month KTP between Loughborough University and D4 Drivers, funded by UKRI Innovate UK. The funding aims to help businesses improve their competitiveness and productivity through the better use of knowledge, technology and skills that reside within the UK Knowledge Base.

D4 Drivers carries out around 115,000 statutory D4 Medical assessments a year for HGV, bus, coach and taxi drivers across more than 100 clinics. Outside of these periodic medicals, drivers' day-to-day health is not monitored, yet commercial drivers experience significantly poorer health than the wider population, including higher rates of heart disease, high blood pressure and obesity. This KTP will develop and commercialise a first-of-its-kind digital platform that uses readily available, anonymised data from wearable devices to monitor driver health, generate personalised insights and identify risk indicators, and trigger tailored, evidence-based behaviour change interventions such as goal setting, feedback and motivational messaging that empower commercial drivers to take control of their health.

KTP Associate Role: The KTP Associate role focuses on developing and validating the health monitoring platform: analysing anonymised data from wearable devices, identifying meaningful health indicators, and applying behaviour change techniques and health science to design feedback, motivational and personalised interventions that engage drivers and promote healthier behaviours. The platform will include intuitive data visualisation and reporting for end users and employers, delivering actionable insights while keeping data anonymised, clear and ethically handled. The Associate will also help evaluate commercial potential, safeguard intellectual property, and embed knowledge across the business through training and documentation. It is an exciting opportunity to contribute to a genuinely novel product, to published research, and to improving the health, safety and wellbeing of a hard-to-reach occupational group.

This is very much an industry-facing role. The Associate will be an integral part of the team, working closely with the Commercial, Sales and Marketing teams, senior leadership, and academic experts at Loughborough University. Although employed through the University, they will be based full-time at D4 Drivers in Telford and embedded as a member of the company team. This is not a research-assistant post based at the University.

Introduction to D4 Drivers/Ryminster Medical Services: the company shall be 20 years old in January 2027 and is now the UK's leading provider of driver medical assessments. Operating from a network of more than 110 clinics with a panel of almost 300 doctors, it delivers a standardised, quality-assured D4 Medical to around 120,000 commercial drivers a year and works with major organisations and household brands, alongside a fast growing occupational health business. The company is led by Chairman Dr Grant Charlesworth-Jones, dual-qualified as a doctor and barrister and a recognised figure in the transport industry <https://www.linkedin.com/in/dr-grant-charlesworth-jones-590908330/>

As a member of the team you will be embedded in a commercial business with real strategic influence while also being supported by a world-leading university, in a friendly environment with team-building, volunteering and social activities and a senior team genuinely committed to your development.

A KTP is also far more than a knowledge-transfer exercise. Beyond delivering the project, it is a chance to build something lasting: to shape a brand-new product and service line, publish and present research, develop commercial and leadership skills, build a network across the transport and digital-health sectors, and grow into a future leader in this emerging field. The Associate also receives a dedicated £2,000 per year personal development and training budget alongside structured KTP management training.

Loughborough University: Loughborough is a research-intensive institution whose work advances knowledge, shapes public policy, improves lives, and enables businesses and industries to become more effective. In the latest Research Excellence Framework (2021) over 90% of Loughborough's research was recognised as being 'world-leading' or 'internationally-excellent'. The University has also won seven [Queen's Anniversary Prizes](#) for our expertise in several areas of research, including high-value manufacturing; vehicle, road and driver safety; social policy; sports; and optical engineering. We are also home to 15 Centres for Excellence including CREST, one of the most successful renewable energy research groups in the UK, and the National Centre for Combustion and Aerothermal Technology (NCCAT), which is the UK's primary hub for research and development in low-emission aerospace gas turbine combustion technologies.

School of Sport, Exercise and Health Sciences: As the No.1 University in the world for sport-related subjects, we offer unrivalled research, teaching and partnerships across sport, exercise and health sciences. Our expertise spans the fields of biomechanics, cellular and molecular biology, economics, medicine, nutrition, pedagogy, physiology, psychology, sociology, sport management and more. Join us to push the boundaries of sport and health science in the UK and internationally.

Job Description and Person Specification

Job Grade: Other

Job Purpose:

- Work with stakeholders including senior leaders, the commercial, sales and marketing teams, clients, drivers and academic experts to developing networks across the business and an understanding of project needs, deliverables, and the commercial driver and occupational health context.
- Determine technical scope, objectives, specifications, and opportunities for technology advancement.
- Explore and apply state-of-the-art approaches in digital health and data analysis, including the use of data from wearable devices, behaviour change techniques and health psychology to develop a robust, reliable and scalable health monitoring platform for commercial drivers.
- Deploy and evaluate the platform in real-world settings with commercial drivers and employer organisations.
- Conduct testing, evaluation and commercial trials of the platform, and measure its impact on driver health and the transport industry.
- Document work regularly, ensuring knowledge and outcomes are transferred to and embedded within the team at D4 Drivers, creating a repository of knowledge throughout the project.
- Write reports, academic publications (eg conference and journal papers) and make presentations, sharing these as project updates at supervision meetings, Local Management Committees (LMC) meetings, advisory panel meetings, and other necessary forms of engagement and dissemination.

Job Duties:

- Lead the delivery and day-to-day management of a Knowledge Transfer Partnership (KTP) project between Loughborough University and D4Drivers.
- Conduct qualitative and quantitative research with end-users to inform product development.
- Build and maintain relationships with academic, clinical, commercial and industry stakeholders.
- Undertake market analysis and competitor reviews to support commercial decision-making.
- Review scientific literature and translate behavioural science into practical digital health solutions.
- Develop data governance processes, data sharing agreements and ensure compliance with data protection regulations.
- Work with software developers to specify, develop and refine a digital health platform.
- Integrate wearable technology and occupational health data into digital solutions.
- Plan and coordinate user testing, pilot studies and platform evaluation.
- Collect, analyse and interpret user feedback and research data to inform product improvements.
- Prepare technical reports, presentations and recommendations for academic and commercial audiences.
- Deliver workshops, demonstrations and knowledge transfer activities to support organisational capability.
- Support product implementation, commercialisation and market launch activities.
- Disseminate project outcomes through reports, presentations and publications.
- Undertake continuous professional development through the KTP training programme and contribute to the long-term embedding of knowledge within the business.

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 outlined in the document. This role is primarily based at D4 Drivers in Telford and there would be an expectation of on site working as agreed with your Reporting Manager.

Organisational Responsibility:

Reports to the: Dr Grant Charlesworth-Jones – Chairman of the D4Group

Direct Reports: None

Budget Responsibilities: To be discussed with the supervisory team

Person Specification

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 – Presentation
- 3 – Interview

Essential Criteria

Area	Criteria	Stage
Experience	Research experience in one or more of: behaviour change, public health, digital health, wearables, occupational health or health-related behaviours	1,3
	Experience of working with data from wearable or device-based technologies (e.g. physical activity, sedentary behaviour and/or sleep data), or similar health or sensor data	1,2,3
	Experience of participant and stakeholder recruitment and engagement, and/or of conducting focus groups and/or interviews	1,3
Knowledge	Awareness of data privacy, informed consent and information governance when handling personal health data	1,3
Skills	Competence with statistical analysis using platforms such as SPSS, R or STATA	1,3
	Ability to have a critical insight in the fields of sedentary behaviour, physical activity, sleep, diet, behaviour change and health outcomes	2,3
	Excellent organisational and project management skills	1,3
	Excellent oral communication skills, sufficient to address different audiences clearly and effectively	2,3
	Proactive, self-motivated and adaptable, with the drive to take ownership of a strategically important project in a commercial setting and the ambition to grow into a future leader in this field	3
	Ability to work as part of a team and collaborate with others	1,3
Qualifications	PhD (or near completion) in one of the following (or a related discipline): Computer Science, Software Engineering, Behavioural Medicine, Health Psychology, Public Health, Digital Health, Sport and Exercise Science, or Occupational Health.	1
Other	Willingness to travel within the East Midlands for meetings and data collection	1,3
	Demonstrate an ability to behave in a way that adheres to equitable and inclusive working practices, while respecting diversity of thought and supporting freedom of speech and expression.	1,3
	Full UK driving licence	1,3

Desirable Criteria

Area	Criteria	Stage
Experience	Experience of designing, implementing and evaluating behavioural interventions, preferably with commercial drivers	1,3
	Experience of working with individuals from the logistics or transport industry, and/or on industry-academic collaboration or applied R&D projects	1,3
Knowledge	Knowledge of computer programming and/or app development, including the ability to test, debug and validate software	1,3
Skills and abilities	Experience of building or working with APIs to process and integrate longitudinal data from wearable devices	1,3
	Experience of analysing digital biomarkers, derived from wearable or sensor data, against health outcomes	1,3
	Ability to design clear, user-facing dashboards or reports for communicating health data and insights	1,3

Conditions of Service

The appointment will be subject to the [University's Terms and Conditions of Employment](#) relevant to the job grade.

Shared University Responsibilities

As a member of the Loughborough community, you are expected to:

- Take reasonable care of yourself, others and the environment, and to prevent harm by your acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Sustainability Policies & Procedures.
- Support and contribute to the University's commitment to principles of equity, diversity and inclusion (EDI) while carrying out all duties, behaving in a manner that treats others with dignity and respect and upholds every person's right to lawful freedom of expression, freedom of speech and academic freedom. Further information about EDI at Loughborough and our strategic aims is available on our website.

Our Purpose, Vision, and Values

Our purpose, Vision and Values underpin all that we do and shape how we work together at Loughborough.

We're proud to promote our values: **Adventurous**, **Collaborative**, **Creative**, **Authentic** and **Responsible**. Our people bring these values to life every day, and they are central to the positive and supportive culture that makes Loughborough unique. If you join us, you'll be encouraged to bring these values to life in your own work and contribute to the positive, supportive culture that makes Loughborough unique. Read more about our [vision and values](#).

Our Accreditations



We 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.



We are proud to be a [Race Equality Charter Member](#). The Charter aims to improve the representation, progression and success of all minority ethnic staff and students within higher education and address issues of racism within higher education institutions (HEIs).



We are proud to be a Disability Confident Employer and have adopted a proactive approach to employing disabled people and to creating a more diverse workforce. We ensure that our recruitment processes are inclusive and accessible. We guarantee to offer an interview to all applicants who have declared themselves with a disability, provided they meet the essential criteria for a role. We proactively anticipate and provide reasonable adjustments and support existing employees who acquire a disability or long-term condition to thrive in the workplace.



We are a real living wage employer, and our Living Wage Employer Mark shows our commitment to paying our staff according to the cost of living.



We are proud supporters of the [City of Sanctuary movement](#) and delighted to be recognised as a University of Sanctuary. This national network brings together, university staff, lecturers, academics and students, who together work to make Higher Education institutions place of safety, solidarity and empowerment for people seeking sanctuary.

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.