

Senior Research Associate

Job Description

Salary range: £36,000 – £42,000 per annum plus benefits

Job type: Full time

Contract period: Fixed term 24 months

Reporting to: Head of Research

Team: Service Delivery

Location: Oxford

About Picker Institute Europe

Picker is an Oxford-based charity with an international reputation as a key authority in the measurement and improvement of patient experience. Our mission is to make person-centred health and social care a reality for everyone.

Researching and measuring the experiences of patients, service users, and staff are key areas of our work. We develop and run surveys for a wide range of public and private healthcare organisations, as well as national bodies, voluntary sector organisations and international healthcare providers. Furthermore, we conduct original research using qualitative and quantitative social research methods to investigate issues related to people's experiences of care and organisations' efforts to improve services.

Service Delivery Team

Service delivery provides tools and services that increase peoples' ability to understand, measure and act upon experiences of care in order to improve its quality. The team works with a wide range of stakeholders, including providers, national bodies, academic institutions, and charities to develop and implement evaluation and improvement programmes that help to deliver person centred care.

Purpose of the role

The Senior Research Associate leads on specific research, evaluation and/or survey projects and disseminates results to various audiences, including clients, stakeholders, collaborators, and members of the public. The post holder might also supervise one or more Research Associates.

Duties and responsibilities

Responsibilities for research and development

- Plan, manage and deliver a range of research projects using a variety of quantitative and qualitative research methods, liaising with clients as required, to ensure a full understanding of research requirements and that all commissioned projects are completed accurately and to agreed specification, standards and timescales.
- Undertake qualitative research including designing topic guides, coordinating recruitment, facilitating focus groups, and moderating interviews to ensure that data gathered supports the research or survey project.
- Undertake research and evaluations using survey methodologies, including designing questionnaires and testing as appropriate to ensure that all new products meet and deliver needs of the client and target group.
- Carry out desk research, including literature reviews and scoping studies based on academic publications and grey literature.
- Provide professional advice to colleagues, clients and partners, referring to the Head of Research as necessary, to enable the organisation to successfully complete projects to the highest standards.

Responsibilities for policy and service development implementation

- Build and maintain relationships with new and existing clients, external stakeholders, partners, and collaborators to ensure the organisation understands its clients' current and future needs and clients remain up to date with the products and services available.
- Assist in preparing proposals, tenders and quotations, co-ordinating input from colleagues as required, ensuring that all documents are accurate and produced to agreed standards and timescales.
- Prepare and deliver results from commissioned projects to various audiences ensuring an understanding of the subject and issues arising and enabling informed decision making.
- Work collaboratively with other teams, creating strong links between other programmes and projects, to promote the use of services, products and survey findings that improve the quality of healthcare.
- Contribute to the development of the organisation's reputation and brand image, by writing and speaking on relevant subjects, presenting to internal and external audiences and contributing knowledge to the wider scientific and research community, as required.

Responsibilities for information resources

- Day-to-day project management of survey and/or research projects, such as large grant funded mixed mode evaluation projects.
- Produce written and numeric outputs (including but not limited to research reports, blogs, infographics, and trade press articles), including analysing and interpreting data and presenting evidence and findings about highly complex and sometimes contentious subjects to a wide range of audiences, ensuring an understanding of the subject and issues arising and enabling informed decision making.
- Facilitate action planning meetings and workshops for clients for successful use of project findings and recommendations.
- Ensure data and information are collated, stored and analysed in compliance with all company policies, internal working practices and external regulatory requirements.
- Ensure all surveys and other documentation are published in accordance with company working practices, internal working practices and external regulatory requirements.

Responsibilities for financial and physical resources

- Monitor agreed project costs, promptly raising any concerns with the Head of Research, to ensure programmes and projects are delivered within agreed financial resources.
- Approve expenditure within agreed financial standards, so that the team's objectives are delivered within agreed financial resources.

Responsibilities for human resources

- Provide day-to-day supervision to one or more Research Associates and temporary staff, including allocating and monitoring work, reviewing performance and progress, participating in recruitment and selection, managing the initial stages of any grievance and disciplinary matters; and conducting appraisals, to ensure the team's objectives are delivered to agreed standards.

Flexibility

- Contributing to the work of Picker as a whole by:
 - Fully engaging and participating in the achievement of Picker's aims and objectives
 - Advocating new approaches, processes and methods to enhance Picker's performance
 - Promoting the sharing of knowledge and communications across teams within Picker; working closely with other teams to deliver projects and promote the work of the Directorate.

General Duties

- Ensuring compliance with ethical and data protection standards
- Other reasonable duties, as requested by line manager

Person Specification

Experience, knowledge and understanding	
Extensive quantitative and/or qualitative research experience with skills in questionnaire design, research methods, and data handling, analysis and reporting	E
Familiarity with and understanding of the core principles of both quantitative and qualitative research (i.e. understanding of the key considerations when selecting and developing a methodological approach to a question)	E
Knowledge and understanding of the variety of survey methodologies available to collect data	E
Experience in running mixed mode evaluation projects	D
Experience of writing proposals, tenders and quotations	E
Experience of developing new relationships and business opportunities	E
Experience of giving presentations and facilitating workshops	E
Experience of developing and maintaining relationships with clients, external stakeholders, collaborators or partners	E
An interest in healthcare quality and person-centred care	E
Significant working knowledge of GDPR, ISO27001 , ethical requirements around research, and the provisions of the Health and Social Care Act relating to patient confidentiality and research (eg section 251)	D
Evidence of frequent and continuing professional development	E
Skills / Abilities	
Excellent project management skills with a track record in undertaking and managing survey research projects from preparing the proposal through to completing on time, on budget and to total client satisfaction	E
Ability to build and maintain a network of relationships throughout the organisation, including with directorate colleagues, and with external partners and stakeholders	E
Demonstrable supervisory or line management skills	E
Ability to present data and information to a wide range of audiences through formal and informal presentations, both written and oral	E
Excellent writing skills and a demonstrable ability to write to a high standard for a range of different audiences and to edit the work of others, including identifying novel/ innovative ways to present research or survey evidence to different audiences	E
A high degree of self-motivation and resourcefulness combined with a willingness to adopt a 'hands-on' role	E

Ability to ensure own and team's compliance with company policies, internal working practices and external regulatory requirements	E
A methodical approach to work and strong attention to detail	E
Ability to manage multiple demands, adjust priorities and negotiate timescales as necessary	E
Ability to collate, analyse and interpret large volumes of qualitative and quantitative data	E
Ability to analyse highly complex numerical and written data, assess options, draw appropriate conclusions and make recommendations	E
Ability to apply innovative thinking to identify how new survey methodologies could be beneficial to the organisation and its clients	E
High level of competency in Microsoft Word, Excel, PowerPoint and Outlook	E
Competent user of statistical software packages (e.g. SPSS, Stata, R, or SAS)	D
Ability to work collaboratively corporately and departmentally, and where necessary with external suppliers and contacts	E
Ability to work to deadlines and tight timescales	E
Ability to manage workload with frequent interruptions, multiple demands on time and requests from stakeholders	E
Ability to work independently under managerial direction, seeking advice on company policy or resource issues as required, and gain required approval at predetermined stages of projects	E
Understands and supports Picker's aims	E
Qualifications	
Educated to degree level or equivalent in a relevant discipline	E

E = essential

D = desirable

This job description is not contractual and is liable to change over time.