



NOTES

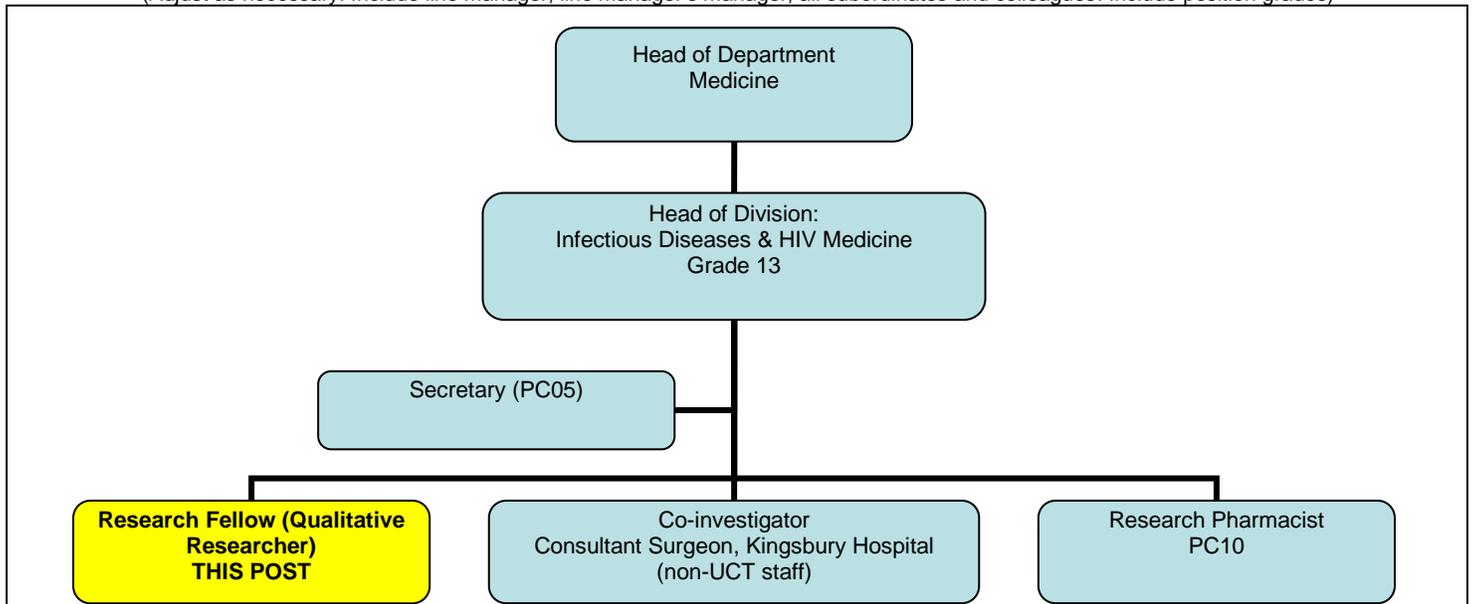
- Forms must be downloaded from the UCT website: <http://forms.uct.ac.za/forms.htm>
- This form serves as a template for the writing of position descriptions.
- A copy of this form is kept by the line manager and the position holder.

POSITION DETAILS

Position title	Research Fellow – Qualitative Researcher		
Job title (HR Practitioner to provide)			
Position grade (if known)	JRF / Assistant Lecturer	Date last graded (if known)	
Academic faculty / PASS department	Faculty of Health Sciences		
Academic department / PASS unit	Department of Medicine		
Division / section	Division of Infectious Diseases & HIV Medicine		
Date of compilation	4 th December 2018		

ORGANOGRAM

(Adjust as necessary. Include line manager, line manager's manager, all subordinates and colleagues. Include position grades)



PURPOSE

The University of Cape Town, in collaboration with Imperial College London, UK, has been awarded a grant from a UK funder, the Economic and Social Research Council (ESRC), on 'Optimising antibiotic use along surgical pathways: addressing antimicrobial resistance and improving clinical outcomes'. The grant title is Antimicrobial Stewardship Programmes in Surgical Pathways – Investigating, Re-designing and Evaluating Systems (ASPIRES). This study will look at surgical pathways in South Africa, India, Rwanda and the UK to provide variation sampling along the axes of antimicrobial resistance (AMR) burden, strong regulation and guidelines, informal markets, political buy-in and opportunities for innovation. The potential for impact and bi-directional learning is significant.

The project is organised as follows:

1. Investigating the macro level economic, regulatory and policy drivers and constraints which result in prioritisation, competition or integration of Infection Control (IC) and Antimicrobial Stewardship (AS) at each point in the care pathway at the organisational level. (WP1)
2. Characterising cultural norms, established hierarchies, team roles and methods of communication around AS and IC, which operate within specific surgical/healthcare environments (WP 1&2).
3. An assessment of patient-provider co-production models which may be supported by the outer and inner contexts investigated through objectives 1 and 2. (WP 1, 3, 5)
4. Development of theory based innovative solutions (WP 3).
5. Evaluating the operational and cost effectiveness of existing and new interventions using a systems thinking modelling approach (WP 2, 3 & 4).

The post-holder will work alongside Professor Marc Mendelson, Dr Mark Hampton, work package (WP) leads and the research pharmacist also being appointed and will play a pivotal role in driving this project forward. The post-holder will carry out research across work packages, with specific focus on WP2, and report progress and results to the WP leads as per an agreed schedule as well as reporting findings to the wider project team.

This post will contribute across the project and will require qualitative research experience; additional skills of behavioural social science research are desirable. The successful applicant will play a key role in this grant at the University of Cape Town. WP2 will investigate existing and new roles which are relevant to different organisational cultures, established hierarchies, multidisciplinary teams and professional norms, using a micro-level analysis of professional roles, role transitions and social norms. Further insight will be gathered on: how new and extended roles around IC and AS may be managed, the challenges in performing these roles, and how patients perceive their role in relation to reducing the infection risk and optimising antibiotic use post-surgery. Outputs from WP2 are expected to include detailed structural, process and behavioural insights of the 'inner' organisational context and 'characteristics' of organisational members and patients as well as an analytical description of existing and potential roles (professionals and patients) along the pathway.

CONTENT

Key performance areas		% of time spent	Inputs (Responsibilities / activities / processes/ methods used)	Outputs (Expected results)
1	Leadership	10%	<p>To support the clinical and professional leadership in carrying out the research specification for this project grant across the project partners.</p> <ul style="list-style-type: none"> To identify and promote best research practice To motivate & inspire others within the research team To work collaboratively with pharmacy, medical/surgical staff, the multidisciplinary stewardship team and hospital management to ensure implementation of country-specific, local and nationally agreed research in the work packages and to deliver the identified objectives To proactively identify emergent issues facing the hospital antibiotic stewardship committee which may be relevant to the ongoing research. 	<p>To support the research pharmacist in mentoring and sharing knowledge on clinical aspects of the research</p>
2	Research roles and responsibilities	80%	<p>To conduct a high quality, protocol driven, and interdisciplinary programme of qualitative research in collaboration with project researchers and WP2 leads, the antibiotic stewardship team in GSH and UCT and the research pharmacist.</p> <ul style="list-style-type: none"> To conduct qualitative studies including: Ethnography, Face-to-face interviews and Documentary analysis To recruit and consent study participants (including healthcare professionals and management staff, and patients and carers) To conduct ethnographic observational studies with surgical teams, and the antibiotic stewardship team in the hospital To manage and undertake qualitative and ethnographic research involving direct observation of practice along the entire surgical pathway and interviews with stakeholders involved in the pathway; data collection is expected to require an extended period in subject countries To manage the qualitative data collected, send recording for transcription, anonymize the data, and learn to use relevant data management packages such as NVivo Work with the WP leads in the analysis of the data Work with the WP2 Leads (based at UK Research Institutes) to manage the activities and outputs of this WP which will be international in nature To work with other academic and clinical staff on the project in order to contribute to research across the work packages To ensure project and work package milestones are met on time To participate in relevant work package meetings, specifically WP2, but others where necessary To provide research mentoring/advise for the less experienced researchers recruited across work-packages To manage and undertake fieldwork, focusing primarily on shadowing staff with different roles in IC and AS related to the management of surgical patients, including nurses, surgeons, pharmacists, infection control practitioners 	<ul style="list-style-type: none"> To contribute to the documentary analysis of relevant available documents e.g. local policies and guidelines together with the data from observations, and face-to-face interviews to help triangulate the findings and provide validation of the findings Disseminate findings from the project, in collaboration with project partners, through writing papers for publication in peer reviewed journals and presenting work at conferences Produce other written outputs including policy guidance, reports and briefs Submit and present work at local, national and international meetings and contribute to academic papers Assist with writing applications for ethical approval, both in South Africa and internationally, as necessary. Participate in the ethical review application process for the study and ensure compliance with research integrity and ethical guidelines at all times

3	Education and Training	5%	<ul style="list-style-type: none"> • To contribute to the development of training material and the implementation of novel teaching methods such as e-learning and distance learning as appropriate to contribute to capacity building in South Africa, India and Rwanda • 	To adhere to AS and infection control practices when in clinical areas and support and mentor new staff, e.g research pharmacist in doing the same
4	Administration	5%	<ul style="list-style-type: none"> • To be responsible for ensuring that data is accurate, up-to-date and complete • To undertake appropriate administration tasks • To attend relevant meetings 	Attend all project meetings and teleconferences and manage study data according to the data governance requirements

MINIMUM REQUIREMENTS

Minimum qualifications	Masters in a health or social science subject (for example psychology, social science, health management, anthropology - Essential Higher degree/diploma – desirable Teaching or collaborative research experience - desirable			
Minimum experience (type and years)	Familiarity and experience of qualitative research data collection and field work, minimum one year of experience			
Skills	<ul style="list-style-type: none"> • Ability to interpret research data and present information to ASPIRES team collaborators, both in South Africa and overseas • Strong analytical skills and experience of applying them and in a research (qualitative and quantitative data) environment • Ability to carry out literature reviews and original research • Capable of participating in and guiding a multi-disciplinary team outside a formal line management structure and influencing the behaviours of multi-professional staff in an international context • Good ability to organise and prioritise work • Planning and organisational skills including the ability to balance competing demands • A good understanding of national and local priorities, both in South Africa and in the partner countries • Analytical ability for problem solving • Good ability to use computer systems including Excel and Word • Ability to communicate effectively with senior health and management staff • Able to work under pressure • Able to work independently and in a team • Good personal organisation and time management skills and meeting set targets and deadlines • Ability to identify and manage risks • Demonstrates awareness of and commitment to the Clinical Governance agenda 			
Knowledge	Knowledge of applied qualitative research methods and ability to be trained and learn new skills and apply them to different settings e.g. clinical environment.			
Professional registration or license requirements	N/A			
Other requirements (If the position requires the handling of cash or finances, other requirements must include 'Honesty to handle cash or finances'.)	Honesty to handle cash			
Competencies (Refer to UCT Competency Framework)	Competence	Level	Competence	Level
	Analytical thinking	2	Adaptability/Flexibility	2
	Problem solving	2	Conceptual thinking	1
	Building interpersonal relationships and support Communication	2	Continuous learning	1
	Facilitating change	2	Decision-making/Judgement	1
	Information management	2	Initiating action	1

SCOPE OF RESPONSIBILITY

Functions responsible for	Lead Qualitative Research on characterizing cultural norms, established hierarchies, team roles and methods of communication around antibiotic stewardship and infection control, which operate within surgical/healthcare environments
Amount and kind of supervision received	Supervised by UCT PI – Prof Marc Mendelson. Weekly research meetings.
Amount and kind of supervision exercised	N/A

Decisions which can be made	Day to day data collection for the study, managing own time according to pre-identified and mutually agree time table of activities
Decisions which must be referred	Changes to study methods and adapting the study time line and priorities.

CONTACTS AND RELATIONSHIPS

Internal to UCT	Line Manager - Professor Marc Mendelson, Professor of Infectious Diseases, G16.68 New Main Building, Groote Schuur Hospital, Observatory 7925 Cape Town. T +27 21 650 4943; marc.mendelson@uct.ac.za
External to UCT	Study PI – Professor Alison Holmes, Imperial College London.