



Brexit & Health Researcher

Candidate Brief

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About us

The Nuffield Trust is an independent health charity. We aim to improve the quality of health care and health policy in the UK by providing evidence-based research and policy analysis and informing and generating debate.

Vision

We want to help achieve a high-quality health and social care system that improves the health and care of people in the UK.

We set out to do this by:

- Improving the evidence base that leads to better care by undertaking rigorous applied research and policy analysis.
- Using our independence to provide expert commentary, analysis and scrutiny of policy and practice.
- Bringing together policy-makers, practitioners and others to develop solutions to the challenges facing the health and social care system.

We will be grounded in the practical implications of policy-making, working closely with NHS staff and policy-makers to identify solutions. Above all, we aim to be a trusted and respected voice at a time of unprecedented challenge to the NHS and social care system.

Values

In everything we do, we strive to be:

- Independent and free from vested interests.
- Rigorous, robust and evidence-based in the work we undertake.
- Relevant, supportive but also challenging when we need to be.
- Open and engaging with all those we come into contact with.
- An organisation that makes a difference to the quality of policy-making and practice in the UK.

Current work programme

We have three core types of activity:

- **Public policy work** – analysis and commentary on major issues affecting health and social care.
- **Health care delivery** – in particular, research into and analysis/evaluation of, new models of care and the workforce and other supporting infrastructure required to deliver them.

- **System working** – including the performance of the health and social care system, trends in quality and identifying emerging trends.

Our work programme focuses on a number of key topic areas – all of which are crucial to the long-term sustainability of the system:

- NHS and social care reform.
- Quality of care.
- The NHS workforce.
- New models of health care delivery.
- Older people and complex care.
- Children and young people.

These areas are outlined in more detail in the Our Priorities section of the Trust's website (<https://www.nuffieldtrust.org.uk/our-priorities>).

Our current projects are varied in nature but include important work on: resuming NHS and social care services after Covid-19; evaluations of volunteer-led interventions and use of technology in healthcare; research into prisoner health; research into the health of children and young people; analysis of primary care policy development; learning from international approaches to social care; and tracking how the quality of health and social care are changing over time.

Our work programme is constantly evolving to keep pace with the changing policy environment, and our assessment of where our skills and knowledge could make a real difference to policy and the lives of patients, the public and those who deliver health and care services. Throughout the Covid-19 pandemic our communications team has played a crucial role in promoting our expertise on how health and social care services have been affected, including through media opportunities, online events, digital content and public affairs activities.

Our organisation

The Nuffield Trust has 50 employees and an annual income of around £4 million generated from our endowment and externally funded work. The organisation has three directorates that work closely and collaboratively to support the work of the Nuffield Trust.

Our website (www.nuffieldtrust.org.uk) contains details of the range and depth of our research, policy and commentary work.

Job Description

Purpose

We have been commissioned, alongside a group of leading academics, by the Health Foundation to undertake a rapid research project scoping out the issues raised for the NHS, public health and social care in the UK which will be raised by Brexit and trade deals.

This will aim to uncover all the relevant issues and work out how they can be tracked in future, to make sure that important decisions are made with the impact on peoples' health fully understood.

The issues we look at will range from NHS staff and migration, to science and the pharmaceutical industry, and what Brexit means for health in the devolved administrations of Scotland, Wales, and Northern Ireland.

As well as laying the groundwork for a permanent monitoring project, we want this to be an outward-facing initiative that flags up issues in public, engages other organisations in understanding them, and influences important national and international policy decisions.

We are looking for a capable, aspiring policy researcher to help run this important project on the impact of Brexit and trade deals on health in the UK.

The role will be based at the Nuffield Trust, with a mix of remote working and working in our offices in London depending on public health guidance. You will be managed by the Brexit Programme Lead, Mark Dayan, and overseen by the project's core team, which includes Professor Tamara Hervey at Sheffield University and Dr Nick Fahy at Oxford University.

This would be an excellent step into a career as a policy or research professional in the fields of international trade or health, giving wide experience across many different tasks, exposure to key decision-makers, and the opportunity to contribute to a major publication.

Main responsibilities

This role will play a central role in the project. You will be responsible for carrying out quantitative and qualitative analysis, and helping to write the project's outputs. Specifically, you will:

- Interview business leaders, experts, officials from across the UK, and NHS and social care leaders; and interpret and write up the results for publication.
- Work with communications and events professionals to co-ordinate policy roundtables to gather intelligence on different issues.

- Read UK, NHS and EU policy papers and academic literature to understand legal, trade and policy issues; and summarise and draw on these to write up different outputs.
- Bring together datasets of key indicators which may show how Brexit and trade policy influence health, analyse these for trends and patterns, keep them updated, and work out their limitations.
- Organise regular meetings and update sessions between the project leads and, where relevant, the Health Foundation. Set agendas and provide updates to the Health Foundation on progress.
- Write up sections of a published report, and a separate detailed exploration of the issues explaining how to track each one.
- Support wider communications by helping to respond any queries from the media, government, MPs, etc.
- Participate in regular Nuffield Trust meetings, and maintain good awareness of emerging issues in health and trade policy generally.

Contribute to the Trust's values

- Uphold the ethos of the Nuffield Trust, demonstrating a commitment to our principles of objectivity and equal opportunities.
- Undertake any other duties which may reasonably be required in furtherance of the objectives of the Trust.
- Understand and apply the principles of good research and information governance and abide by the Nuffield Trust research policies.

Person Specification

Essential experience, skills and abilities

- A good undergraduate degree.
- A relevant postgraduate degree (this requirement may be waived for a candidate with extensive professional experience in a similar role).
- Professional or academic experience in the fields of health, trade, or Brexit.
- A keen interest in politics and public policy, and a good general knowledge of issues around Brexit, the NHS and public health.
- Experience of research and analysis using quantitative data, including experience using Excel.
- The ability to understand the limitations and nuances of sets of data, and how these affect the conclusions that can be drawn from them.
- Excellent writing skills and attention to detail.
- Good time management skills and an ability to work under pressure on multiple different tasks at the same time.
- Strong organisational abilities.
- An appreciation of research and information governance and ethics.

Desirable skills/experience

- Experience conducting interviews for research.
- Basic skills in using R, Stata or SPSS for research.
- Specific experience working on how Brexit or international trade decisions affect health.
- A record of writing reports or academic papers for publication.

All staff are required to work within Nuffield Trust's policies, ensuring these are carried out in relation to the job, e.g., Confidentiality, Data Protection, Equal Opportunities and Diversity.

All staff may be asked to undertake other duties and responsibilities appropriate to their level as determined by their Line Manager on an occasional basis.

This Job Description reflects the requirements of the post at the time of writing. The needs and circumstances may change over time and therefore the Job Description may need to be reviewed in the light of any such changes which may occur.

Health and Safety

Employees of the Trust are required to be aware of, and observe fully, the employee duties under the Health and Safety at Work Act and to observe all Nuffield Trust policies related to health and safety and risk management.

Data Protection

Disclosures of confidential information or disclosures of any data of a personal nature can result in prosecution for an offence under the Data Protection Legislation or an action for civil damages under the same Legislation in addition to any disciplinary action taken by the Trust which might include dismissal.

Equality and Diversity

The Nuffield Trust is committed to ensuring equality for its employees and job applicants and will value and respect their diversity. We recognise that everyone has a contribution to make and we will aim to ensure that all staff, Trustees, volunteers, organisations and individuals with whom we have contact will be treated fairly and in an unbiased way. The Nuffield Trust is committed to actively promoting equality and diversity and will work to address unfair treatment, discrimination and prejudice where found within the workplace and in its work. We will work within the current legislative framework to promote best practice.

To ensure the continued development of equality and diversity, all applicants are asked to provide information about how they identify themselves as part of the application process. You are not obliged to answer the questions, however, the more information you supply, the more effective our monitoring will be. If you choose not to answer any or all of the questions, it will not affect your application. Any information you do supply is kept strictly confidential and will be used solely for monitoring purposes. The selection panel will not see this information.

Benefits

The Trust offers a competitive benefits package including a defined contribution pension scheme (with 14% employer contribution), death in service insurance and an Employee Assistance Programme. Eligible employees also benefit from a number of other benefits including interest-free travel loans and enhanced maternity, paternity and parental leave pay.

Annual leave is 28 days per year (pro rata for part-time positions). This rises to 30 days per year (pro rata for part-time positions) on completion of 5 years' service with the Trust.

Terms of Appointment

This is a full time (35 hours per week) fixed-term appointment based in London. The project runs to the end of 2020.

The remuneration for this position is c.£33,830.

The appointment will be subject to receipt of two satisfactory references and evidence of the right to work in the UK.

We are ideally looking for a candidate who is able to start as soon as possible.

Application and Selection Process

Candidates wishing to apply should:

- Submit a cover letter that outlines, using examples, why your skills and experience make you the best fit for this role.
- Submit a detailed CV
- Complete the Trust's Application Form via the [online web portal](#).

Any queries should be directed to

Email: recruitment@nuffieldtrust.org.uk

The closing date for applications is midnight on Sunday 9 August 2020.

Shortlisted candidates will be invited to an online interview on either 13 or 14 August 2020.

Nuffield Trust is an independent health charity. We aim to improve the quality of health care in the UK by providing evidence-based research and policy analysis and informing and generating debate.

 For more information about Nuffield Trust, including details of our latest research and analysis, please visit www.nuffieldtrust.org.uk

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