

Health Data Research UK

Applicant Pack

Job description and person specification

Post:	Data Science & Research Manager, HDR Global
Location:	Flexible
Salary:	£60,369 - £64,000
Reporting to:	Director of Partnerships & Strategic Delivery, HDR Global
Contract:	Full Time Role

About Health Data Research UK

Health Data Research UK (HDR UK) is the national Institute for data science in health. Our UK team of experts develop and apply cutting-edge data science approaches to clinical, biological, genomic and other multi-dimensional health data to address the most pressing health research challenges facing the public.

Our mission is to make game-changing improvements in the health of patients and populations through data science research and innovation.

Established in 2018, HDR UK is a UK based charity working across the health research sector to bring together the UK's unique data assets and specialists across academia, research and healthcare to unlock knowledge and deliver insights. By undertaking research at scale, across a population of up to 65 million people, we have an unrivalled opportunity to use data to the highest ethical standards to drive breakthroughs in medical research. This unleashes the potential to improve the way we are able to prevent, detect and diagnose diseases such as cancer, heart disease and asthma.

At Health Data Research UK, we employ talented individuals who bring their own unique skills and experience to support the vision and benefit the whole team.

We have been central to the UK's response to COVID-19, enabling a trustworthy, national approach to using health data, drawing on the full capabilities of UK research, enabling health data for research into understanding the virus, clinical trials for treatments (including Dexamethasone), symptom trackers, risk calculators and impacts on vulnerable groups, including cancer patients.

About HDR Global

HDR Global is a recently established [health data science programme](#) convened by HDR UK and led by our Global Research Director, Professor Trudie Lang. It seeks to support the use of data science approaches to address major public health challenges in low- and middle-income countries (LMICs), working in partnership with The Global Health Network and through federated partnership with institutions across Africa, Asia and Latin America. It builds on the learnings from the pilot [ICODA initiative](#), which has supported researchers in taking data science approaches to address major research questions associated with the COVID-19 pandemic, with a particular focus on LMICs.

HDR Global will assist with sharing data science skills and connecting excellence to enable trustworthy data access, re-use and analysis in regions, communities and disease areas where evidence to tackle threats to public health is lacking. The goals of HDR Global are:

- To enable and support research that tackles locally-set, priority health challenges by improving capture and analysis of all forms of health-relevant data
- To address inequity in where data is collected and who benefits from the evidence
- To connect expertise and share technology, standards, policies, and solutions that work between different projects, teams and networks in the global south.

Working with our partners, the HDR Global team have identified four focus areas for the programme:

- Develop data science capability and leadership
- Enable a strong, trustworthy health data infrastructure, including data governance
- Engage stakeholders, including communities, patients, the wider public and policy makers, for effective uptake of data science insights
- Support country, regional and global 'pathfinder' health research studies in using data science approaches to generate new insights; and to process map, develop and share approaches to help unblock and accelerate the health data research cycle.

HDR Global is initially supported by a 5-year investment from the Bill and Melinda Gates Foundation.

Purpose of the post

Building on the goals and focus areas set out above, we are seeking to appoint a Data Science & Research Manager for the HDR Global programme. The role holder will provide specialist data science advice and inputs in all four areas outlined above, with a particular focus on developing data science capability, strengthening the health data research ecosystem and supporting pathfinder studies, including mapping and development of approaches for accelerating the health data research cycle.

The successful candidate will be expected to work within the HDR Global team, collaborating closely with our key strategic partners: The Global Health Network, Fiocruz (Latin America & Caribbean), International Centre for Diarrhoeal Diseases Research, Bangladesh (Asia) and African Centres for Disease Control and Prevention (Africa).

The post would suit a data scientist with an excellent understanding of the global health data ecosystem and significant experience in health data research in LMICs. This should include experience of working with

a range of country and regional research studies that address public health challenges and involve health data management, curation, access and analysis.

Main responsibilities of the role are to:

- Provide advice and input to country, regional and global pathfinder projects, with a particular focus on action research methodology studies to identify and share approaches to unblocking and accelerate the health data science cycle
- Coordinate global tracking and coordination of the methodology pathfinder research studies that are planned and ongoing
- Collaborate on and coordinate writing of funding applications, reports and papers
- Work with our partners' Data Science Leads and Regional Data Coordinators to support regional data science initiatives, including webinars/events, the development of toolkits and wider resources
- Contribute to development of the [Global Health Data Science](#) digital hub, ensuring appropriate resources are openly available and best meet the needs of the global health data science community, including protocols, data capture and analytical tools and methodologies
- Maintain and share knowledge of developments in the global health data ecosystem and contribute to enabling trustworthy data infrastructure and governance
- Work with our regional partners to facilitate and support a global network of data science champions.

Main activities undertaken by the role holder will include the following:

- Be the health data science expert in the HDR Global team who can guide and advise on what is needed to deliver on both the programme's strategic objectives and specific deliverables set out in grants held by the team
- Enable effective design and delivery of country and regional exemplar or 'pathfinder' projects, which seek to generate new insights on locally-identified global health challenges, with a focus on process mapping, improvements and sharing methodologies to accelerate the health data research cycle for all
- Support wider teams, in the UK and globally, on the design and delivery of health data science capacity development activities, including workshops, data science clinics, training events and toolkits that enable these to be replicated in other settings; and put in place knowledge sharing, systems and structures to address challenges encountered
- Work with these teams to develop tools, resources and training materials to strengthen health data science skills and career development, and ensure all outputs are shared on the [Global Health Data Science](#) digital hub to foster this community of practice
- Monitor and report on data science skills, tools and resources delivery across the team's regional partnerships to capture impact and generate outputs that can be shared with partners, funders and stakeholders
- Collaborate on and coordinate horizon scanning, and work with partners on the writing of funding applications, reports, papers and submissions to conferences
- Work with regional partners to facilitate growth of a network of data science champions across LMICs
- Work with regional and local partners to assess gaps in health data infrastructure and systems, identify appropriate solutions and support their implementation and uptake
- Contribute to the development and strengthening of a trustworthy health data infrastructure and ecosystem that ensure evidence and new insights are generated and taken up to improve health outcomes for all.

These responsibilities and activities also require the following:

Partnership working, planning and organising

The postholder will join a small team that is embedded in HDR UK, working closely with our strategic partners, The Global Health Network, and regional partners in Africa, Asia and Latin America & the Caribbean. The postholder will be responsible for planning and day-to-day management of their own workload across diverse and complex work programmes and projects. This will require significant planning and organisational skills to coordinate and support across a number of complex projects. At the same time, the post holder will require a flexible approach to work to changing demands, particularly external changes.

Problem solving

This role involves application of prior technical knowledge accumulated from previous experience. A high level of initiative and problem-solving is needed to respond to issues and research problems, as well as an ability to develop novel approaches. This approach requires collaboration, excellent intercultural and partnership skills, an understanding of global health researchers' requirements, and creative thinking. The post holder will make an effective judgement on when to escalate issues to senior colleagues' attention and with what urgency.

Continuous Improvement:

HDR UK is dedicated to continuous improvement through our quality management system and demonstrated by our commitment to achieve ISO 9001 accreditation. The post-holder will review, analyse, identify and implement opportunities for quality improvement within their specialism and as part of the wider team through our strategy development and internal audit processes.

Key contacts / relationships:

The successful candidate will need to work collaboratively across HDR Global and The Global Health Network, Regional Partners, Funders and colleagues within HDR UK, focused on support for global health researchers, data scientists and data stewards across the globe.

Knowledge, skills and experience

Essential:

- Higher degree or equivalent experience in a relevant subject area, including: bioinformatics, biostatistics, computer science, medicine, data science, medical science
- At least 5 years' experience working in roles involving the management of global health data research studies, together with experience and in-depth knowledge of the publication process for research and/or technical papers in health data science
- Experience of working with or in low to middle income settings
- Good understanding and practical knowledge of the global health data landscape, challenges and ecosystem
- Demonstrable data science expertise and experience using a variety of tools and methodologies, including knowledge of one or more of the following languages: R, SQL, Python, STATA, Scala
- Knowledge of commonly used terminologies and standards in health data (e.g. ICD10, SNOMED, FHIR)

- Excellent written and verbal communication skills with the ability to communicate effectively and confidently with people at all levels, including senior management
- Excellent organisational and time management skills, with the ability to work independently as well as manage competing priorities and issues under time pressures
- Strong team player, with strong intercultural skills and ability to work collaboratively across regions
- Fluent in English

Desirable:

- Strong understanding of the principles of and commitment to open, reproducible research.
- Experience of using GitHub and fundamental concepts in source code revision
- Ability to work accurately, with attention to detail
- Excellent communication and negotiation skills with commitment and ability to bring together people and infrastructure to drive forward improvements/changes
- Strong networking skills with a desire to work collaboratively to achieve goals - experience of working in multidisciplinary teams is advantageous
- Able to clearly communicate technical concepts to a non-technical audience
- High-level report writing and presentation skills
- Experience of working in a fast-paced and evolving environment.

Dimensions

- We envisage this is a full-time, UK-based 5 day per week role, but are open to considering flexible/ part time working arrangements
- This role is predominantly home-based: however, you may be required from time to time to work at HDR UK's office in London, and other premises or sites as required.
- Ability to travel to our partner centres in the global south required

Application Process

Please apply through our online recruitment platform. You will also be asked to upload a short covering letter and CV. Please upload this as one document.

If you have any queries please contact recruitment@hdruk.ac.uk

HDR UK's values

HDR UK's values guide how we work together within HDR UK and with our partners and other stakeholders:

1. **Transparency:** we will share information, insights and innovations so that we learn faster together.
2. **Optimism:** we believe that we can make things better, that we can do things differently and that we can overcome challenges to create a new and thriving health data ecosystem that benefits patients and the public, the NHS, scientific discovery and industry.

3. **Respect:** we deliver better results when we work in a truly interdisciplinary way. We listen, share and respect a diversity of thought and opinion, perspective and experience. We are inclusive - leveraging and fairly attributing the expertise and capabilities of others.
4. **Courage:** we are leading the way and will be prepared to try new things, take risks, embrace ambiguity and challenge the status quo. We will contribute opinions to shape the future of health data research.
5. **Humility:** we have a lot to learn from others; and aim to be free from pride and arrogance.

Equal Opportunities Policy Statement

Health Data Research UK is an equal opportunities employer, and as such aims to treat all employees, consultants and applicants fairly. It is our policy to provide employment equality to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religion or belief
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination. All job applicants and employees who work for us will be treated fairly and will not be unfairly discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination. Our diversity and inclusion policy is [here](#).