

**Job Title:** Postdoctoral Researcher **Global Health Initiatives.**

**Reporting to:** Professor Ruairi Brugha

We are appointing a researcher interested in global health who will be based in Dublin and will support the coordination of a Network of studies on HIV/AIDS initiatives across 15 countries. Three years funding has been secured for the Global HIV/AIDS Initiatives Network (GHIN), which is being funded by the official development assistance programmes of Ireland (Irish Aid) and Denmark (DANIDA). The country studies will focus on the health systems effectiveness of three global HIV/AIDS initiatives: the Global Fund to Fight AIDS, TB and Malaria (Global Fund), the World Bank Multi-Country AIDS Program (MAP) and the US President's Emergency Plan for AIDS Relief (PEPFAR). The purpose of the Network is to coordinate and support country research groups who will be conducting the studies.

Successful applicants will have an interest and work experience in international health policy in low or middle income countries, and will have both management and research experience, although not necessarily in HIV/AIDS. The post will be based in Dublin, in the Dept of Epidemiology and Public Health Medicine at RCSI, and will entail some travel to countries where the studies are taking place – several are in Africa but it could include travel to countries in Eastern Europe and other regions; and it may also include travel to other European capitals. The post-holder will be working closely with our Network coordinator partner in London: the London School of Hygiene and Tropical Medicine. Regular trips to London are likely.

The post will involve close collaboration with Network research partners, and will include:

- Coordination and communication with partners, donors and other global and country stakeholders
- Supporting the development of research approaches and refining and testing research instruments;
- Supporting or overseeing research activities in countries; and may include participation in some in-country research activities;
- Participating in data analysis and writing up of findings;
- Preparation for workshops and dissemination activities;

Applicants will have a background in a relevant discipline – normally one of the following: political science, public health, economics, or another social science. They will have excellent communication and organisational skills and the capacity to manage a high profile, sensitive and exciting multi-country research study. Funding is available for a post-doctorate researcher, but candidates with a relevant Masters qualification will be considered.

See <http://www.rcsi.ie/research2/employment/index.htm> for a full job description and advice on how to apply.

Potential applicants are encouraged to contact:

Professor Ruairi Brugha <rbrugha@rcsi.ie> on (00353) (0)1 402 2424 / 2434  
Deirdre Smith <dsmith@rcsi.ie> (00353) (0)1 402 2434

# RESEARCHER ON GLOBAL HEALTH INITIATIVES

## *Job Description*

### **Royal College of Surgeons in Ireland**

The Royal College of Surgeons in Ireland (RCSI), founded in 1784, is an independent, self-funding academic institution that provides undergraduate and postgraduate medical and related training to an international market. It has 2,600 students with an annual undergraduate intake in Dublin of 250 medical students, 80% from overseas. The RCSI Research Institute was established in 2004; a new Research Office was put in place to provide support in research management, administration and financial oversight; and research income (July 2004-June 2005) amounted to €13.7 million. The Centre for Health Services Research, established in 1997, has a strong national and growing international research reputation; and the appointments in 2005 of Professor Ruairí Brugha to head the Department of Epidemiology and Public Health Medicine and Dr. Sam McConkey to head the Department of International Health and Tropical Medicine herald a new focus for the College on international and global health research and teaching.

### **Department of Epidemiology and Public Health Medicine**

In 2005 RCSI established a new full time senior level post in Public Health Medicine and appointed Professor Ruairí Brugha, who commenced as Head of Department in September 2005. Professor Brugha had spent 10 years at the London School of Hygiene and Tropical Medicine, 1996-2005, where he was Head of the Health Policy Unit (2003-05). He has an international track record in research into global health policy and health systems, through a series of high profile studies on global health initiatives with Professor Gill Walt, Head of the Department of Public Health Policy. Since moving to Ireland, he and Professor Walt have been negotiating three grants for further multi-country research on Global HIV/AIDS Initiatives. One of these, to be funded by Irish Aid and DANIDA, will fund the advertised post.

Department of Epidemiology and Public Health Medicine staff at RCSI include Dr Ronan Conroy, full-time Senior Lecturer in Biostatistics and Research Methods, who provides statistics support College-wide; three part-time lecturers, all public health medicine specialists; and two fulltime researchers working on cardiovascular research and information systems. One full-time Secretary supports department activities – mainly teaching and undergraduate student support. The advertised research post is one of two research posts on global health initiatives; the second post is expected to be filled in late 2006. Two other full-time Department posts are expected to be funded and filled in the next year, one to research the migration of foreign health workers into Ireland and the second is a post to be split between the Irish Health Service Executive (HSE) and the RCSI.

### **Teaching at the Department**

The Department is responsible for Population Health undergraduate teaching and has taken a lead role in the design and roll-out of the new integrated 'Health and Society' curriculum, working with senior RCSI staff responsible for International Health and Tropical Medicine, Ethics, and Legal and Forensic Medicine. Department staff lecture in Dublin, by video link to students in Bahrain; and will be contributing to curriculum design and teaching on the Graduate Entry Programme, from Autumn 2006. Staff also teach on the MSc in Health Care Management and do some research degree supervision.

## **New divisional structure for the community health sciences**

Professor Hannah McGee – Head of the Health Services Research Centre and the Department of Psychology, Professor Brugha and Professor Tom Fahey (incoming Head of the Department of General Practice) have agreed a new divisional structure, which will create closer functional links and promote joint research initiatives between these three departments. The Dept of Tropical Medicine and International Health may also form part of the Division. It is planned that the new School of Health Care Management, headed by Professor Ciaran O'Boyle, will have close functional links with the new Division. The School is developing a module in global health policy on its new Masters in Health Care Management. Together these initiatives will result in a strengthening of research critical mass in the area of primary care, health services and systems research, with a focus on both Irish and global health priorities.

## **Coordinating research into Global HIV/AIDS Initiatives**

### ***Background to the study***

The three major initiatives – the Global Fund, World Bank MAP and PEPFAR – are financing the scale up of HIV/AIDS control in the high burden HIV endemic countries of Africa and among high risk populations in other countries. The overall aim of the proposed Global HIV/AIDS Initiatives Network (GHInet) is to support country studies tracking the functioning and effects of global HIV/AIDS initiatives across 15 low and middle income countries. Country studies are being funded through a number of mechanisms and by a range of donors:

- Three country studies (Zambia, Ukraine and Kyrgyzstan) are funded by the Open Society Institute; and Professors Walt and Brugha are PIs on this grant.
- Six (China, Georgia, Malawi, Peru, Uganda and Tanzania [no. 1]) are being funded directly by the Alliance for Health Policy and Systems Research in Geneva.
- Two (Tanzania [no. 2] and Vietnam) funded by Swedish Sida and supported by PIs from the Karolinska Institute in Stockholm; and
- Three (Angola, South Africa and Mozambique) through European Union funding, where Professor Brugha is one of seven PIs.

Consequently, most of the country studies are being funded *independently* of the Network, which is a voluntary coming together of independent country researchers with a common interest in working together and learning from each other.

### ***Country research***

The main research themes for the country studies, chosen by the country researchers and refined at an international workshop in London March 2004, are:

- *Harmonization and alignment*: to what extent are the focal Global HIV/AIDS Initiatives abiding by recently agreed best practice principles for Global Health Partnerships? Does support to HIV/AIDS control programs match national priorities and plans? To what extent are Initiative planning, management reporting and monitoring systems integrated with country national systems?
- *Building health systems capacity*: how has the significant influx of resources for HIV/AIDS affected health systems, in particular the management, retention and motivation of health workers, and the performance of pharmaceutical supply systems?

Research will also address how GHIs have affected delivery of other priority health services across different relevant parts of the health system.

- *Working with non-state sector providers* is key to the effective scale-up of HIV/AIDS services. What capacity do the new non-state sector providers really have and what kind of quality of care do they provide? How is government coordinating with and managing the increasing numbers of civil society and private sector actors?
- *Impacts on poor and marginalized groups*: effective control of concentrated AIDS epidemics requires engaging groups in society that may practise risky behaviours and are often marginalized by the state and society at large. In generalized epidemics there are important questions regarding the equity of service delivery and particularly access for poor groups in rural areas.

Country teams will collect data at national and district levels over a period of 2-3 years, across the 15 countries. The national level research will use a policy analysis approach, conducted through document review, semi-structured interviews and follow-up interviews of national level key informants. This will be complemented by a programmatic analysis component, reporting and evaluating strategic plans, programs and M&E systems, noting how well these are coordinated across programs and the extent to which the proposed balance of interventions reflects best practice and targets the underlying problems, given the nature of a country's epidemic – generalized or concentrated.

The number of districts or municipal areas where sub-national studies will be conducted in each country will depend upon the size of the country and the degree of heterogeneity among regions, as well as the location of current HIV/AIDS initiatives. The aim is not to select nationally representative samples, but rather to purposively select districts, settings and facilities that represent a variety of experiences around the different HIV/AIDS approaches, and are most likely to yield useful lessons. District studies will include mapping of initiatives, a facilities survey, as well as interviews with staff.

### ***Network governance and major activities***

- Network governance structures are evolving, in accordance with the principles agreed by the Network members: participation, fairness, accountability, transparency, efficiency. Overall coordination will be managed by the Dublin and London teams, working closely with Dr Sara Bennett who is manager of the Alliance for Health Policy and Systems Research, based with WHO in Geneva. It is possible that country researchers will select – from among themselves – regional representatives to work more closely with the Network coordinators.
- An initial international workshop for research teams has been held in London, March 2006. Two further international workshops are planned – Dublin 2007 and Geneva 2008. Two regional workshops are also planned for the autumn of 2006, one to be hosted by one of the African and the other by one of the East European country research groups. A significant proportion of the Network coordination budget has been allocated to funding international and regional workshops.

### ***Network roles and responsibilities***

- The post holder will work under the supervision of Professor Brugha and in close cooperation with the London team: Professor Gill Walt and Dr Neil Spicer. It is expected that Dr Sam McConkey (RCSI) will also be involved in aspects of the Network. Day-to-day Network coordination and management responsibilities will be shared between the post-holder and Dr Spicer, who is based in London. The following are Network

coordination functions, which will be shared between the London and Dublin teams and within which the bulk of the post-holders responsibilities will lie:

- *Information exchange*: keep website updated; develop and update inventories of tools/methods/useful papers and materials; promote and manage electronic forum/discussions; initiate and co-ordinate communications with Network members; develop and/or contribute to electronic newsletter; draw attention to interesting, useful methods/papers/debates/meetings; communicate with other groups working on similar/relevant studies (maintain an inventory) and inform network members; ensure Network members are kept informed of overall study progress and of relevant global developments; elicit country research progress from members to update Network and global stakeholders.
- *Research approach*: develop and/or contribute to development of research frameworks, methods and tools; support Network members in tool development (e.g. comment on draft tools); communicate with members and make use of opportunities (workshops but also email contacts) to facilitate standardisation and/or comparability across country studies. Develop frameworks for cross-country comparisons and consult with Network members.
- *Capacity building*: encourage and facilitate south-to-south technical assistance / support; respond to requests for technical assistance / support from Network members – this may include participation in country field work (training, data collection, data entry and analysis), where agreed between country researchers and the Network coordinators; provide technical support and peer review to country researchers for data analysis; support and help to develop capacity of Network members in writing and disseminating research outputs for different audiences (journals, conferences, presentations to country stakeholders, policy briefs, etc.); promote overall research quality.
- *Organisation of Network events*: the Network coordinators will be responsible for organising the international workshops – the Dublin post-holder will take the lead in organising the 2007 Dublin workshop. The Network coordinators will participate in organising the regional workshops (2007 and possible 2008), supporting the host country research group; and the 2008 international workshop, possibly supporting the Alliance.
- *Dissemination*: Prepare and provide periodic updates on study progress and anticipated timing of outputs and study findings to global stakeholders (donors, global initiatives and others); liaise with global stakeholders as necessary; facilitate/organise writing workshops and peer review systems to support Network members in writing up of findings; participate in preparation of outputs for a range of audiences: peer-reviewed journals, policy briefs and reports, international conferences, meetings and satellite sessions at donor meetings; identify and inform Network members of dissemination opportunities and where possible facilitate their participation; initiate and support preparation of cross-country syntheses and comparative outputs.

### **Duties of the post**

#### **Research**

- Undertake Network *research* activities, along the lines of those outlined above under *Network roles and responsibilities*, as assigned by the Network PIs
- Undertake Network *coordination and management* functions, along the lines outlined above under *Network roles and responsibilities*, as assigned by the Network PIs.

- Work closely with the London Network Coordination Team based on agreed division of roles and responsibilities
- Work closely with the country teams based on agreed roles and responsibilities
- Take the lead in writing one or more papers for publication in peer reviewed journals.
- Organise and prepare workshops, including taking lead responsibility for the Dublin 2007 international workshop; and follow through on outcomes
- Liaise with donors, global initiatives and other global stakeholders, as required
- Work closely with and supply relevant information to the London team and the London research administrator on financial and Network management issues

### ***Teaching***

- Participate in the teaching programme of the RCSI; expectations of the post-holder will be light and will consist of teaching assignments agreed between the post-holder and line manager. This could include:
  - preparing and giving occasional lectures in areas related to the post-holder's expertise, at undergraduate and/or postgraduate level.
  - limited masters and/or research degree supervision
  - participating in examination-related duties

### ***Other***

- Assist in the administrative and management duties of the Department of Epidemiology and Public Health Medicine and the new Division.
- Attend academic and other College meetings as required
- Ensure that all Royal College of Surgeons in Ireland policies and procedures are adhered to.
- Comply with statutory legislation and Department rules and requirements in furtherance of own and general staff welfare and safety
- Undergo programmes of training and development as may be required from time to time
- Undertake occasional overseas assignments as may be required.
- Perform such other duties as may be required from time to time.
- Represent the best interests of the Department/RCSI at all times.

## **Person specification**

### ***Essential:***

- a postgraduate (masters or research) degree in a discipline relevant to international health policy
- proven ability to manage and coordinate projects
- evidence of excellent organisational skills
- evidence of excellent communication skills
- evidence of research experience
- good publications record commensurate with experience

### ***Desirable:***

- higher research degree (PhD, D Phil, DrPH, MD, or equivalent)
- research interest in HIV/AIDS and health policy analysis
- experience in working in a low or middle income country
- evidence of research that contributes to global and/or national health policy
- experience of working in an NGO or international organization

## **Accountability**

The post-holder will be responsible to Professor Brugha or his nominee.

Salary and conditions of appointment: salary will be on the Research Assistant (Level 1) or the Post-Doctorate Researcher (Level 2) scale, depending qualifications and experience.

Level 1: €27,695 to €35,579

Level 2: €38,698 to €50,227

In accordance with EU and RCSI policy, the successful candidate will be offered a specified purpose contract.

Potential applicants are encouraged to contact:

Professor Ruairí Brugha <rbrugha@rcsi.ie> on (00353) (0)1 402 2424 / 2434  
or Deirdre Smith: (00353) (0)1 402 2434

Applicants based in the UK may prefer to contact:

Professor Gill Walt <gill.walt@lshtm.ac.uk> on (0044) (0)20 7927 2388 or  
Dr Neil Spicer <[neil.spicer@lshtm.ac.uk](mailto:neil.spicer@lshtm.ac.uk)> on (0044) (0)20 7927 2311.

## **Applications**

Send a covering letter and a curriculum vitae, which should include a list of publications and the names of three referees who may be approached immediately. Send applications by email to:

[dsmith@rcsi.ie](mailto:dsmith@rcsi.ie) with 'global health research post' in the subject header

Or by post to: Deirdre Smith  
Dept of Epidemiology and Public Health Medicine  
Royal College of Surgeons in Ireland  
123 St Stephens Green,  
Dublin 2  
Ireland  
TEL: 402 2434

- Deadline for applications (to be Emailed): 5.00 pm Monday 19 June 2006.
- Notification of interview: Friday 23 June
- NB: Interview Tuesday 27 June at RCSI, Dublin