

Job Description	
JOB TITLE	Research Fellow
REPORTING TO	J. K. Lakshmi
LOCATION	Hyderabad
FIXED TERM (Duration)	July 1, 2023 to Oct 31, 2026
FULLTIME EQUIVALENT	1.0
JOB FAMILY	Research
CAREER STEP	Independent

About The George Institute

The George Institute for Global Health was established in 1999 with a mission to improve the health of millions of people worldwide, particularly underserved populations, by challenging the status quo and using innovative approaches to prevent and treat the world's biggest killers: non-communicable diseases and injury.

With offices in Australia, China, India and the UK, our 700+ people support 245+ active projects and clinical trials across 50+ countries, with 400+ more staff across our social enterprises. We focus on the global health challenges that cause the greatest loss of life, the greatest impairment of life quality and the most substantial economic burden, particularly in resource-poor settings.

Together with our academic partners, UNSW Sydney in Australia, Manipal Academy of Higher Education in India and Imperial College London in the United Kingdom, we work with a global network of collaborators, undertaking clinical, population and health systems research.

Our experts are among the most cited globally, bestowed accolades for excellence and innovation, and regularly participate in policy fora. Our research is published in leading academic journals, referenced in policy documents, and recognised for its excellence, innovation and impact. We are designated a WHO Collaborating Centre (WHO CC) for Injury Prevention & Trauma Care, and a WHO CC for Population Salt Reduction. Since 1999, we have raised more than \$1 billion for research and produced over 10,000 peer-reviewed publications and other academic outputs.

What we do

- Lead world-class, large-scale clinical trials, epidemiological studies and health systems research to transform treatments and healthcare delivery
- Look beyond single diseases, across the life course, to identify patient-centred approaches to care that can be implemented at scale
- Develop low-cost, innovative solutions to global unmet needs
- Drive our global impact through a program of research, advocacy, thought leadership and disruptive social entrepreneurship

For more information about The George Institute, visit www.georgeinstitute.org.

The George Institute India

The George Institute, a wholly owned legal not-for-profit Indian research institute, has been conducting research related activities in India since 2002. The George Institute India's mission mirrors that of the parent organization, namely the discovery and implementation of solutions to chronic and disabling health problems through research, policy development and capacity building.

A number of large-scale projects in population, health systems and clinical research, funded by a diverse group of sponsors, both public and private, are conducted in India. The George Institute India comprises two distinct operating groups: Research and Development, and Infrastructure and Resources. It has two separate offices - in Hyderabad and New Delhi, where the research staff and senior management are based.

Context and Role

COHESION-I (Implementation of the **CO**munity **HE**alth **S**ystem **I**nnovati**ON** Project in low- and middle- income countries) is an implementation research project funded by the NIHR, and implemented in Peru, Mozambique, Nepal, and India. Its focus is community engagement for co-design and implementation of strategies to improve access to, and utilisation of, primary health care provided by the public health system.

The project includes policy analysis, health system assessment, and a community perceptions study set in Primary Health Centres and villages in two districts of India. A co-creation process will follow this to develop context-relevant interventions to improve the provision of care for people affected by NCDs and NTDs. Prioritised interventions will be pilot tested in the field for feasibility, acceptability, and preliminary effectiveness. If the COHESION approach proves to be locally adaptable in India, a protocol for the COHESION methodology will be developed that can be adapted to different settings.

Position Overview

The Research Fellow will proactively participate in the development, implementation, and documentation of the project in the two districts, fostering relationships with health system functionaries and community members, and coordinating with field-based project supervisors and data-collectors. Experience and interest in community engagement, conducting and analysing discussions and observations, and writing up findings are essential. Knowledge of the public health system in India, particularly the delivery of primary health care is essential.

The Research Fellow will be based in Hyderabad but should be willing and able to undertake domestic and international travel, as required. The appointment is initially

for a period of 24 months, with the possibility of extension, based on future funding and higher studies pursued. Any Indian applicant is eligible to apply.

Reporting Relationships

The Research Fellow will report to the Senior Research Fellow on this project, at The George Institute for Global Health, India. (S)he will lead and manage a team of Project Supervisors and field staff.

Duties and Key Responsibilities

The Research Fellow will be actively involved in the design, execution, documentation, and pilot implementation of the prioritized interventions in the COHESION-I project. This will include:

- Building and maintaining key stakeholder relationships, including relationships with project partners, and collaboration with staff as well as investigators at different sites in India and the other project countries
- Drafting and submitting ethics applications for the study, and any other documents for government approval for field work
- Helping with the recruitment of field staff
- Reviewing policy documents, and conducting key informant interviews
- Participating in community meetings, and conducting focus group discussions and interviews with community members and health system functionaries
- Coordinating and monitoring data-collection in the project sites
- Facilitating data management and analysis, and contributing to reports, publications and presentations
- Accessing, reviewing and collating relevant peer-reviewed literature as well as relevant reports and articles
- Contributing to the development of funding applications and other proposals

Personal Development:

- Participate in planning and implementing of personal and career development activities
- Actively develop job-related skills

The appointee will have the opportunity pursue a PhD at MAHE (Manipal Academy of Higher Education), if (s)he is accepted into a programme. The institute will actively facilitate this process.

As a Team Member:

- Participate in team meetings and activities related to the projects and the Institute as a whole
- Participate in objective setting and performance management
- Participate in special projects to continuously improve processes, tools, systems and ^{SEP}organization

- Take responsibility for personal learning and development and for setting achievable and meaningful work objectives and managing personal targets, meeting obligations of the Institute's Performance Management and Development Policy;
- Demonstrate commitment to GI's values, including performing to an exceptionally high ethical standard and focus on integrity, collaboration and teamwork in all efforts.

As a Team Manager:

- Ensure direct reports understand and comply with GI's Policies and procedures, standard operating practices, ethical practice (with respect to research) and the legislative environment.
- Be responsible for managing performance of direct reports, including the completion of plans and agreeing on work and personal objectives and reviewing such plans and objectives, in accordance with GI's *Performance Management and Development Policy*.
- Act as a role model and ensure the team's commitment to GI's values, ensuring direct reports perform to a high ethical standard and focus on integrity, collaboration and teamwork in all efforts.

Work, Health and Safety

- Comply with GI's *Work Health and Safety Policy* and related procedures, and similar policies which apply when visiting the premises of affiliates and collaborating sites.
- Promote and contribute to a safe, secure environment for staff and visitors.
- [FOR MANAGERS] Ensure direct reports understand and comply with safe work practice and procedures.

Skills, Knowledge and Experience

- Medical, health science, or social science degree
- Appropriate post-graduate (Masters) qualification in health and development
- 3+ years of experience in epidemiological, community-based, or health systems research studies
- Experience in undertaking literature reviews, and writing for publication in peer-reviewed journals
- Atleast 2 or 2+ publications is required.
- Understanding of the importance of data quality and accuracy
- Experience in conducting interviews and focus group discussions
- Experience of working within large teams
- Experience in developing funding applications
- Availability and willingness to undertake national and international travel
- Ability to work in cross-cultural settings

General

- Strong focus on quality of work
- Excellent problem-solving skills
- Good organisation and time management skills
- Good interpersonal skills
- Ability to see the big picture, and focus on detail
- Ability to be flexible and adaptable

How to apply:

Interested candidates should send their resume with full contact details, current and expected CTC/salary. Clearly mentioning the job title “Research Fellow, COHESION-I” in the subject line to hrindia@georgeinstitute.org.in by June 20, 2023.

Our big and bold mission to improve the health of millions of people worldwide needs a diverse and innovative team to deliver it. So we foster a dynamic, inclusive and flexible workplace where each individual can bring their best selves to work.

Everyone is encouraged to apply, including people from culturally and linguistically diverse backgrounds, people with a disability, people of all gender identities and sexual orientations, and mature-aged adults.