Research Assistant / Research Associate – Evaluation of Health Education England’s Blended Learning Platform

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<thead>
<tr>
<th>Job Title</th>
<th>Research Assistant / Research Associate</th>
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<tr>
<td>Location</td>
<td>Hughes Hall</td>
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<tr>
<td>Reporting to</td>
<td>Dr Riikka Hofmann</td>
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<tr>
<td>Contract Type</td>
<td>Fixed Term 1 Year (subject to negotiation)</td>
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<tr>
<td>Probation Period</td>
<td>Three months (may be dependent on project length)</td>
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<tr>
<td>Salary Range</td>
<td>Up to SP 41 (£33,309) appropriate to qualifications and experience (pro rata for part time) Higher rates may be possible for exceptional candidates</td>
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<td>Hours of Work</td>
<td>0.6 FTE (with flexibility depending on contract length)</td>
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<tr>
<td>Annual Leave</td>
<td>Annual paid leave of 25 days plus public holidays. Pro rata for part time members of staff</td>
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<td>Pension Eligibility</td>
<td>The College offers membership of a contributory pension scheme. Subject to your age and earnings level, you may be eligible for auto-enrolment into the scheme and you have the right to opt out at any time.</td>
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Hughes Hall

The University of Cambridge’s oldest graduate college, Hughes Hall bears the name of its founding Principal, Elizabeth Phillips Hughes. Established in 1885 as a women-only teaching College, we now accept postgraduate students and mature undergraduates in all areas of study and research, offering scholarships and bursaries targeted at new and continuing students.

We are one of the most international colleges, bridging the academic and external worlds, with an open and informal atmosphere. A distinctive aspect of College life at Hughes Hall is an egalitarian culture where interaction and engagement between the senior membership and students is open and encouraged; and everyone is allowed to walk on the grass!

A dynamic and progressive College, we have 56 Governing Body Fellows, 219 further Senior Members from all walks of life, 874 full- and part-time postgraduates and 177 mature undergraduates from more than 80 countries. Particularly distinctive is our “Bridge Fellows” programme, which brings a diverse group of outstanding individuals from outside the University into our Fellowship as full members of Governing Body. An oasis of calm and quiet near the busy city centre, we provide a relaxing yet stimulating environment for study and research. Hughes Hall is situated alongside Fenner’s Cricket Ground, just off the cosmopolitan Mill Road.

We are focused on being an intellectual force at the centre of the University, concentrating on translating research into impact and inter-disciplinary collaboration. We have particular strengths in five subject areas, broadly in the Sciences and Social Sciences, where collaboration between the academic and wider worlds thrives: Physical Sciences, Engineering and Mathematics; Life Sciences; Business and Economics; Education and Social Sciences; and Law. We have world-leaders in each of
these fields developing dynamic communities of interest within the College, with a reach far beyond our boundaries.

Our website contains further information about our history, people, work and values.

**Research Bridge**

A determination to change the world for the better is realised through our Bridge initiative which leverages the College’s multidisciplinary perspective, international nature, and external focus to help turn brilliant ideas into lasting change. The Bridge at Hughes Hall helps researchers build relevant skills and enables networking and matchmaking between our academic community and external partners. It is structured around four themes, in different stages of development, through which we aspire to have impact on societies and engage our students: Global Health; The Future of Education; Environment and Energy; and Artificial Intelligence and Big Data. The Bridge also supports our centres: the Centre for Climate Engagement, Oracy Cambridge, Cambridge Governance Labs, and the Cambridge Centre for Digital Innovation.

These hubs of academic and professional innovation are having a wide-reaching influence, drawing global attention to Hughes Hall, and are one aspect of a large, vibrant, friendly and ambitious community dedicated to supporting one another in the pursuit of excellence, using academic learning to bring about real change and growth in the world.

For further information please go to [https://www.hughes.cam.ac.uk/academic/the-bridge/](https://www.hughes.cam.ac.uk/academic/the-bridge/).

**HEE Blended Learning project (HEE BL)**

“Blended learning” has become a term for the suite of remote learning that was brought into the NHS on an emergency basis when the first round of the pandemic hit. Face-to-face training was suspended, and trainees were deployed into front-line care. Panopto and Bridge were used to provide video lectures and self-built online courses across many specialities and with variable uptake. Because of the rapid change in conditions, this was done without the incremental consultation, planning, and evaluation which is normal in the NHS. The rapid and reactive nature of the changes and the absence of comparative conditions makes evaluation difficult, requiring innovative thinking to understand the effectiveness and impact of blended clinical training provision.

Looking forward, it is clear there is a continued need for online learning to support the training of geographically dispersed trainees with full clinical schedules. Blended learning beyond the Covid-emergency response is expected to deliver improved access and sustainability to training. However, it is important to understand what forms of, when and how blended learning can support medical training. This project will track and evaluate the various approaches used over the pandemic.

**Job Purpose**

The role is to provide research design and analysis skills for the Hughes Hall/Health Education England Blended Learning evaluation project. The appointed researcher will take responsibility for the day-to-day management of the project and contribute centrally to designing a theory-led evaluation, surveys as well as, where possible, elements of quasi-experimental sub-studies, and analyse the resulting data (particularly quantitative data), as well as, where appropriate and available, existing administrative data, to understand the impact of blended learning on the programme.

The postholder will be expected to live in Cambridge or nearby.
Main Duties

You will:

- Take day-to-day responsibility for conducting the research, under the guidance of Dr Riikka Hofmann;
- Manage research relationships with participants and stakeholders; including recruitment of participants, permissions and consent, and study arrangements;
- Plan, prepare for and undertake collection and analysis of quantitative data;
- Contribute to collection and analysis of documentary and qualitative data (training in qualitative data analysis will be given if required);
- Contribute to refinement of research designs of sub-projects, particularly surveys and impact evaluation studies;
- Review relevant literature, and report on that review;
- Contribute to the drafting of articles and reports for research publication;
- Carry out any additional duties as may reasonably be required within the general scope and level of the post, including involvement in dissemination activities.

Review

This job description will be reviewed as part of the annual appraisal process.

PERSON SPECIFICATION

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<tr>
<th>Education and Qualifications</th>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td>A Masters (or equivalent level) in a relevant subject (e.g., education, medical education, psychology, education technology or a closely related social science)</td>
<td>✓</td>
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<tr>
<td>A PhD in a relevant subject (see above)</td>
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<td>✓</td>
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Knowledge and skills

- Strong knowledge of educational/social scientific research methods ✓
- Strong independent working knowledge specifically of quantitative methods and quasi-experimental research designs ✓
- Experience of conducting scholarly literature reviews including strong knowledge of at least one bibliographic database (not Google Scholar), assessing the rigour of research publications and synthesising findings ✓
- A strong understanding of medical education and/or practice ✓
- A strong understanding of research and theory of professional learning and/or learning in higher education, including evaluation of
learning outcomes

A strong understanding of working with administrative datasets ✓

A good track record of academic publications ✓

Personal Qualities

Excellent interpersonal skills and the ability to communicate clearly and accurately in written English ✓

Ability to work well as part of a team and independently ✓

Ability to work to deadlines ✓

All staff at Hughes Hall are expected to engage in continuing professional development, to comply with the data protection legislation and to comply with College’s Staff Handbook, Health & Safety Policy, and all relevant procedures.

Screening Check Requirements
We have a legal responsibility to ensure you are eligible to live and work in the UK.

Application Process
To apply for this vacancy, please complete the job application form and include a covering letter outlining how you meet the criteria of the job description and person specification; the application form and cover letter should be emailed to hr@hughes.cam.ac.uk.

You are also encouraged to complete the College’s Equality and Diversity Form which should be emailed to hr@hughes.cam.ac.uk.

Hughes Hall values diversity and is committed to ensuring equality of opportunity. The College welcomes expressions of interest and applications from candidates from all communities and a diversity of backgrounds.

The closing date for applications is Friday 26th November 2021 at 0900 GMT. Interviews are expected to take place in early December (and may be in-person or online, as appropriate).

Any information given will be processed for employment selection and statistical purposes. You will find information on how the College will use and store personal data on our website at Data protection - Hughes Hall (cam.ac.uk) Data protection - Hughes Hall (cam.ac.uk).

For an informal discussion about the post, please contact Dr Riikka Hofmann on rjph2@cam.ac.uk. If you have any questions about the application process, please contact HR on hr@hughes.cam.ac.uk.