



PhD Description

Post: PhD Scholarship

Responsible to: Dr. Rachel Tolhurst, LSTM, Liverpool, UK.

Summary of role: **Complete a PhD examining barriers and enablers to gender equitable scientific career pathways in African research institutions.**

Background: The DELTAS Learning Research Programme (LRP) is a four year project, which aims to produce research-based learning from the DELTAS research capacity building initiative about how to train and develop world-class researchers, equitably foster their careers and collaborations, and promote research uptake. One of the three key objectives of the project, to be achieved through this PhD is to generate and share robust evidence about how to promote equitable career pathways for internationally competitive African researchers including women and other under-represented groups. Female scientists are increasingly under-represented at each stage of the scientific career ladder and women are significantly under-represented among African academic staff and decision-making bodies. Little is known about career outcomes for other under-represented groups (e.g. people with disabilities; ethnic, religious or regional minorities).

Potential questions to be addressed include:

- Where are the critical leak points along the career pathway? What could help under-represented groups to transition across these points successfully?
- Do current policies match their needs and those of their employers and how are they implemented in practice?
- Are there any biases in the current criteria and processes for selecting and promoting individuals with potential to be excellent researchers and/or research leaders? How can the processes for PhD selection and researcher promotion be improved to identify early and equitably those who will eventually demonstrate 'research excellence'?

Main duties: To work under the supervision of LSTM researchers to design, conduct and write-up a mixed methods but primarily qualitative PhD study on the barriers and enablers to gender equitable career pathways in health research in African research institutions. Specific tasks to be conducted with the support of supervisors include:

- Design and conduct literature searches, collect and analyse literature and write literature reviews on gender equitable career pathways in research internationally and in Africa specifically
- Design a study guided by the literature review to explore the issue of gender equitable career pathways in African research institutions participating in the DELTAS programme
- Design instruments appropriate to the study

- Draft ethics protocols for the study for the LSTM Research Ethics Committee and appropriate local ethics review boards and respond to queries
- Collect data and/or constitute a small research team as per study requirements and conduct training and supervision of data collection activities
- Conduct analysis of all data and use this as a basis for writing PhD thesis
- Draft a minimum of 2 papers based on PhD literature reviews and data
- Contribute to the development of other research outputs such as web-pages and blogs
- Participate in annual training and other related activities as part of PhD requirements
- Attend LRP meetings (usually on virtual basis – e.g. through Skype) wherever required
- Attend and present findings (as they emerge) to annual DELTAS meetings and other appropriate forums.

Duration: The PhD scholarship will be for a duration of three years, commencing in the second half of 2016.

Eligibility: Only citizens of African nations will be considered for this role.

Location: This is an 'off-site' LSTM PhD scholarship. The successful candidate will be based at an appropriate African research institution to be determined based on the country of residence and affiliation of the successful candidate.

Award: The scholarship includes course fees, living stipend and a training allowance.

Application: If you are interested in applying, please submit: 1) a completed application form (template attached); 2) two academic references (template attached); 3) an 'expression of interest' letter detailing how you meet the listed 'person specification' criteria; 4) a curriculum vitae; and 5) copies of tertiary level educational certificates.

All documents should be submitted by email to: capacityphd@lstmed.ac.uk

Closing date: All applications must be received by Friday 27th May 2016, 12 midnight GMT

Person Specification:
PhD in gender equitable career pathways in health research in Africa

Criteria	Competencies	Essential Desirable	Assessment
Education & Training	Masters in a social science discipline (such as sociology, anthropology, development studies, geography, Public Administration, management or women's studies) with a specific component focusing on gender and/or institutional or human resource development, and a research skills component.	E	Application Form/CV
Experience	Experience in conducting research in the area of gender equity (including a Masters' research project)	E	Application Form, Assessment and Interview
	Health or development research experience in an African country.	D	
	Experience in academic paper writing/ evidence of published paper authorship	D	
Skills & Abilities	Gender and equity analysis.	E	Assessment and Interview
	Applied qualitative research skills.	E	
	Good communication skills.	E	
	Excellent academic writing skills in English.	E	
	Windows-based computing skills (spreadsheets, word processing).	E	
	Demonstrable analytic skills.	E	
	Attention to detail.	E	
	Institutional analysis	D	
	Research-grant proposal writing.	D	
	Basic quantitative analysis skills.	D	
	Skills in using qualitative data analysis software.	D	
Knowledge	Gender and development or management in low or middle income countries.	E	Assessment and Interview
	Human resources and/or institutional development in low and middle income countries	E	
Special Aptitude	Diplomacy - able to work with a range of people in a multicultural environment.	E	Assessment and Interview
	Adaptable.	E	

	Ability to work independently.	E	
	Enthusiastic approach to work.	E	
Circumstances	Must be willing to travel overseas occasionally	E	
	Must be based at an African University or research institution	E	