



**Anna Freud**

## Job Profile

<b>Job title</b>	Research Fellow - ChAPTRe
<b>Reporting to</b>	Senior Research Fellow - ChAPTRe
<b>Employer</b>	Anna Freud
<b>Salary</b>	£37,960 FTE per annum, plus 6% contributory pension scheme
<b>Location</b>	This role will mostly entail remote or office working but some onsite visits across England may be needed. Work can be carried out from home or at our London site (4-8 Rodney Street, London N1 9JH) or our Northern Hub (Huckletree, The Express Building, 9 Great Ancoats Street, Manchester M4 5AD).
<b>Working hours</b>	Full-time, 35 hours per week, usual working hours are Monday to Friday, 09:00-17:00. Flexible working hours and job-share are possible.
<b>Holidays</b>	27 days plus Bank Holidays FTE
<b>Term of contract</b>	Fixed-term until 31 March 2026

### About Anna Freud

We are a world-leading mental health charity for children, young people and their families. Our purpose is to take everything that we have learned over the last 70 years, and to transform the mental health of current and future generations of children and young people, to close the gap between mental illness and mental wellness - and to create a more compassionate society for everyone. Our vision is a world where all children and young people are supported effectively to enable them to develop their emotional and mental health, build on their strengths and achieve their goals in life. Our mission is to close the gap in wellbeing and mental health by advancing, translating, delivering, and sharing the best science and practice with everyone who impacts the lives of children, young people and their families.

## **Purpose and overview of the role**

The Family Hubs and Start for Life Programme Guidance (DHSC/DfE 2022) recommends increasing workforce capacity and capability through the use of new workforce models that incorporate skill mix. Evidence of the effectiveness of different early years workforce models, however, remains sparse, and this research aims to address this gap. Five local authorities in England, who are existing Start for Life sites, were awarded DHSC funding to develop and pilot innovative skill mix models to complement their Family Hub offers and reach to families with children under five.

The Research Fellow will join the team conducting the evaluation of these innovative models of providing early years services. The team is led by Oxford University and is being conducted in collaboration with Anna Freud, University College London, and Ecorys.

The post-holder will be working on the family-focused element of the evaluation. This will involve recruiting and conducting interviews with service-users (parents and carers) and the professionals working with them. We will be using Social Network Analysis as the overarching methodology for data collection and analysis. The post-holder will report to the workstream lead at Anna Freud and will be part of the wider team of researchers.

More information about the project can be found here:

<https://www.fundingawards.nihr.ac.uk/award/NIHR206248>

## **Main responsibilities of the role**

- Project management of all day to day activities for the family-focused workstream
- Managing all research governance, ethical and data protection elements of the project
- Establishing and maintaining excellent relationships and communication with managers and teams in the participating Local Authorities;
- Working with the Social Network Analysis consultants to develop methodological expertise for the successful delivery of the project
- Working with Local Authorities to set up the data collection protocol using Network Canva.
- Recruiting families to participate in the study;
- Recruiting professionals providing services to participant families;
- Data collection, offering flexibility to participants for online, telephone and in-person interviews;
- Setting up and maintaining project databases;
- Providing support with data collection in other workstreams of the evaluation (e.g. interviewing professionals)

- Coordinating all data processing and preparation for analysis, including transcription;
- Conducting qualitative data analyses to a high standard;
- Contributing to Social Network Analysis, under the supervision of the consultant
- Synthesis of data analyses from multiple strands of the evaluation
- Independently writing reports for funders;
- Dissemination for a wide range of stakeholders, including policymakers, service providers, and service users;
- Providing support and methodological expertise for researchers working on related projects.
- Supporting PPI activities, and consultation with PPI groups on relevant aspects of the work;
- Attending regular project meetings;
- Supporting the wider evaluation team as necessary.

All employee responsibilities:

- To maintain an awareness of and actively follow and promote Anna Freud's policies, including Equal Opportunities, Health and Safety, Safeguarding and Information Governance;
- To complete all Anna Freud mandatory training, including but not limited to Safeguarding, Health and Safety, Equality and Diversity and Information Governance, within the required timescales;
- The welfare of the children, young people and vulnerable adults who come into contact with our services either directly or indirectly is paramount and all staff have a responsibility to ensure that best practice is followed, including compliance with statutory requirements.

**To be noted**

This is not an exhaustive list of tasks; the employee will be asked to undertake other ad hoc tasks relevant with the scope and purpose of this role. This job description reflects the present requirements of the role, and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post-holder.

# Person Specification

Before starting your application, please read the below in full to understand the requirements of this role. The key criteria which will help us to assess candidates are listed below. There is guidance to highlight at which stage the criteria will be assessed. **Please ensure all criteria listed to be assessed at application stage are evidenced in your supporting statement.**

Criteria	Assessment Method (Application/Interview/Task)
<b>Qualification/training, experience and/or knowledge</b>	
Doctoral level degree in Psychology or other relevant discipline, or equivalent research work experience	Application
Experience of independently managing a research project	Application and Interview
Good knowledge of at least one of the following areas: Early years' services, workforce research, policy research, and/or social network analysis	Application and Interview
<b>Skills and/or abilities</b>	
Excellent capacity to learn and apply novel research methodologies	Interview
Excellent capacity to engage professional stakeholders and service users in research	Interview and task
Excellent project management skills	Interview
Ability to collect, record and analyse quantitative and/or qualitative data to a high standard.	Interview and task
Excellent academic writing skills	Application and Interview
<b>Other requirements (where applicable)</b>	
Flexibility to conduct data collection in person, if necessary.	

During the interview(s), candidates will be asked at least one question regarding our values, and one question regarding equity, diversity and inclusion (EDI). We expect everyone to actively demonstrate our values and inclusive behaviours in all areas of their work. **Our values and EDI statement can be viewed [here](#).**

## Equal opportunity

We ask our people to share their diversity dimensions with us as it helps us to identify, tackle and prevent any bias appearing across the employee lifecycle at Anna Freud. Monitoring this information allows us to understand how well our efforts to improve diversity, equity and inclusion are working. Your responses will be held securely by our HR team in accordance with our privacy policy and will not

be seen by recruiting managers or the interview panel at any stage of recruitment, therefore your responses will not form part of our selection process.

### **Further support**

We want to ensure all candidates can access and apply for our vacancies equitably, if you require any additional assistance to apply or would like to find out more about the role, please contact us on [recruitment@annafreud.org](mailto:recruitment@annafreud.org). We aim to provide reasonable adjustments where operationally possible for the work that we do.

### **Post-interview**

If successful after interviewing, you will be notified verbally with a job offer and pre-employment checks will be initiated.