

Role Profile

Role Title	Post-Doctoral Researcher
Purpose of the Role	The purpose of this role is to support and enable a research collaborative between the HSE and St James's Hospital on Human Factors Ergonomics.
Department/Directorate	Quality and Safety Improvement Directorate
Reports to	Business Services Manager Health Systems Research & Learning Facilitator Director of QSID
Key direct reports:	N/A
Grade	Post-Doctoral Researcher
Salary Scale	€46,407 - €55,610 (LSI x 2)
Job Reference Number:	99961/23
Enquiries to:	Prof. Marie Ward, Health Systems & Research Learning Facilitator, Quality and Safety Improvement Directorate; Phone: 01 416 2156; Email: maward@stjames.ie
Closing Date:	Sunday, 26 th February 2023

Key Duties and Responsibilities

- The aims of this research are, to (i) identify best practice in HFE implementation in healthcare; (ii) develop a framework for measuring best practice in HFE implementation; (iii) map current practice to best practice in HFE implementation and (iv) develop recommendations on next steps for the integration of HFE into the Irish health service.
- This post offers an excellent opportunity for the successful candidate to carry out embedded HFE research in healthcare, working with a multi-disciplinary research team with a strong track record of developing and delivering health services research projects.
- The successful candidate will be responsible for the day-to-day coordination and management of the project working closely with the PIs Prof. Marie Ward, St James's Hospital and School of Psychology TCD and Dr Angela O'Dea Senior Lecturer in Patient Safety, Human Factors and Simulation, School of Medicine, University of Galway
- The post holder will act as a key member of the Project Management Group, responsible for the timely delivery of all project outputs and deliverables, and for ensuring that the research related activities are to schedule.
- In addition, the post holder, under the direction of the co-Principal Investigators, will be responsible for the key research activities of the project, including, but not limited to, participant recruitment, ensuring informed consent procedures are adhered to, data collection, data management, analysis and output, including conferences and international peer-reviewed publications.

- In order to accommodate the participation of a wide-range of healthcare staff, this may sometimes require the post holder to work outside of normal working hours.
- Participate and cooperate with legislative and regulatory requirements in relation to Health and Safety as outlined in the Safety, Health and Welfare Act 2005 and the Hospital Safety Statement.

*The above Role Profile is not intended to be a comprehensive list of all duties involved and consequently the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.

Academic/Professional Qualifications and/or relevant Experience

Required:

Candidates must have at the latest date of application:

- PhD in Psychology or Engineering with focus on Human Factors Ergonomics
- Knowledge of the healthcare environment or evidence of conducting Health Services Research.
- Evidence of research publication.
- Possess sufficient administrative capacity to discharge the functions of the grade.

Desirable:

- N/A

Technical Competencies:

Required:

- Demonstrable experience of quantitative data collection and analysis.
- Demonstrable experience of qualitative data collection and analysis.

Desirable:

- N/A

SJH Behavioural Competencies: *These competencies will be assessed in detail at the Interview stage. You are not required to include written examples of behavioural competencies on application form. However, during the interview, you will be required to provide examples of when you previously demonstrated these competencies.*

Competency Required	Level Required	Appropriate Descriptors
Leadership Potential	2	<ul style="list-style-type: none"> • Embraces organisational change initiatives, establishing structure/roles to support it • Shows strong initiative; can work outside of standard protocol when necessary
Quality & Safety Service	Up to Level 2	<ul style="list-style-type: none"> • Upholds approved protocols, policies and procedures • Strives to achieve results in quality and safety • Understands and respects the rights of service-users. Keeps these always in mind • Holds self and others accountable for high standards.
Planning & Organisation	2	<ul style="list-style-type: none"> • Prioritises team workload and delegates tasks effectively • Manages competing and changing priorities • Prepares for implementation by ensuring adequate resources are in place • Consistently plans ahead to meet important deadlines
Problem Solving and Decision Making	Up to Level 2	<ul style="list-style-type: none"> • Able to act quickly to address urgent matters • Motivates and encourages others to achieve their goals • Is able to recognise early warning signs of potential problems and takes pre-emptive action • Consults with others to improve decision-making • Engages with others and provides updates in a timely manner and as appropriate • Reasons systematically and logically through issues
Communication	3	<ul style="list-style-type: none"> • Facilitates others to use open and effective communication to minimise confusion and to ensure that the team are working together for the same purpose. • Actively shares team/department successes and changes to Central Communication champion, with a view to sharing this information across the Hospital. <p>Creates a culture of open communication to maintain a climate of trust and honesty.</p>

Proficiency in the English language

A level of proficiency in the English language, written and spoken, is a requirement of all roles within St. James's Hospital. You will be required to self-assess your proficiency level in the Standard Application Form. **In addition, your proficiency in spoken English will be assessed during the interview process appropriate to the role available.**

Particulars of Office

1. The appointment to this post will be **Temporary, Full-Time and pensionable**.
2. Annual Leave allowance is **30 days** per annum.
3. The person appointed must not give less than **one month's notice**, in writing, of intention to resign.
4. Normal working hours will be **35 hours** per week.
5. You will be required to work the agreed roster / on call arrangements advised to you by your line manager. Your contracted hours of work are liable to change between the hours of 8.00am - 8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement.
6. Incremental credit is normally granted on appointment, in respect of previous relevant experience in the Civil Service, local authorities, health service, public service bodies and other agreed relative experience.

General Conditions

1. The Hospital Board will not be responsible for the loss or theft of personal belongings.
2. Fire orders must be observed and staff must complete fire training every 2 years.
3. All accidents within the department must be reported immediately.
4. In accordance with the "Safety, Health and Welfare at Work Act 2005", all staff must comply with all safety regulations.
5. St. James's Hospital is a Tobacco Free Campus. The use of Tobacco or Electronic Cigarettes is not permitted within the Hospital Buildings or on the grounds.

Confidentiality

In the course of your employment you may have access to or hear information concerning the medical or personal affairs of patients and/or staff, or other health services business. Such records and information are strictly confidential and unless acting on the instructions of an authorised officer, on no account must information concerning staff, patients or other health service business be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.

Health

A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

Infection Control & Hygiene

It is the responsibility of all staff across the hospital to ensure that infection control and hygiene standards are adhered to and maintained at all times.

Recruitment Process

- Approval to Hire (VAF process)
- Hiring Manager – Role Profile
- Advertising
- Application Process (Standard Application Form)
- Shortlisting of Candidates will be based on information provided in Standard Application Form
- Interview Process
- All applicants who move to the 2nd stage of the Selection process (i.e. post interview) will be subject to Reference Checking X 2, Garda E Vetting and Occupational Health Screening (Questionnaire)
- All successful external candidates who take up appointment will be required to attend Mandatory Induction Programme

Application Procedure:

To apply for this position, please complete the relevant application form in full and e-mail application form to careers@stjames.ie, no later than **Sunday, 26th February 2023.**

A panel may be formed from which future vacancies will be filled

St. James's Hospital is an Equal Opportunities Employer