



## RECRUITMENT PACK

This document includes the following information:

- Job Description
- Person Specification
- Additional information

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### Making an application:

**Please complete the short on-line application form, which includes some standard questions, and attach the following documents.** (Shortlisting is undertaken by a panel after the closing date on the basis of information provided.)

- a. A covering letter - explaining why you are interested in this post, and giving examples to demonstrate how you meet the requirements of the job as outlined in the Person Specification.
  - b. A curriculum vitae - giving full details of your qualifications and experience to date.
- Links to Guidance Notes and Frequently Asked Questions can be found on the Search Results page. These pages will open in a new window.
  - **We recommend that you take a copy of this recruitment pack to help with your preparation.**

A commitment to sustaining an inclusive and diverse community is one of the University's Core Values and we are keen to address any imbalances in our workforce.

The University of Essex is proud to be part of the Disability Confident scheme and is committed to supporting diversity and equality, representative of our inclusive community. As part of our commitment to this scheme any candidate who has a disability and meets all the essential criteria for the role will be offered an interview. We also work in partnership with national disability organisation [DisabledGo](#) who provide detailed online access guides to many of our campus buildings and facilities which you may find useful.

Please note: We are only accepting on-line applications for this post. However, if you have a disability that makes it difficult for you to provide us with information in this way, please contact the Resourcing Team (01206 874588/873521/873461) for help.

**Closing Date: 06 August 2018**

**Interviews are planned for: mid to late August**





**JOB DESCRIPTION – Job ref REQ01546**

<b>Job Title:</b>	Behavioural Change Analyst (KTP Associate)
<b>Contract:</b>	Full-time. Fixed term for 36 months. The position is fixed term due to being part of a Government funded innovation programme, however there may be potential to continue in employment with the company partner following the completion of the KTP.
<b>Hours:</b>	37.5 hours per week (standard working week for host company)
<b>Salary:</b>	£34,250 - £36,800 per annum
<b>Department/School/Section:</b>	Department of Psychology
<b>Responsible to:</b>	Head of Department of Psychology
<b>Responsible to on a day to day basis:</b>	Prof Riccardo Russo, Academic Supervisor, University of Essex and Gerdalize Du Toit, Host Company Supervisor, Provide CIC
<b>Location:</b>	This post will be based at: Provide CIC 900 The Crescent Colchester Business Park Colchester Essex CO4 9YQ

**Purpose of the Job:**

The University of Essex in partnership with Provide CIC offers an exciting opportunity to a recent graduate to contribute to the creation of a ground-breaking decision making engine using AI and Natural Language Processing (NLP) to reduce the frequency of face-to-face clinician appointments in a defined healthcare test area, guided by psychosocial research into acceptance and adoption of technological innovations in healthcare.

The Behavioural Change Analyst's work will contribute to the shaping of the technological elements of the project through their analysis of change resistance and the development of a toolkit of best practices for the implementation of new processes and technology.

**Duties of the Post:**

The main duties of the post will include:

- Identification of appropriate assessment tools for technology adoption (as well as behavioural change interventions) that can be included to evaluate (and possibly modify) stakeholders' receptivity of the technology and be embedded within the organisation.
- Interaction with the second KTP Associate (AI) as well as the Supervisors from Provide, to align project roadmaps, timelines and agree on a plan for effective communication across the project.
- The delivery and analysis of questionnaires, structured interviews and focus groups.
- Design and implementation of empirical studies aimed to assess the effectiveness of different behaviour change interventions to promote acceptance of new technologies in healthcare and analyse the results.
- Report and discuss outcomes with the Psychology Team as well as with clinicians for feedback and follow up regarding implementation of interventions.



- Produce handover documents for future developments with respect to healthcare technology adoption planned into behavioural change strategies (e.g. diabetes management planned in accordance with the behavioural change processes adopted within the KTP).
- Provision of training programme for relevant employees of the company on behaviour change tools to help adoption of stakeholders' behaviour change.
- Regular travel around East Anglia to conduct fieldwork and meet with Provide CIC staff members.

*These duties are a guide to the work that the post holder will initially be required to undertake. They may be changed from time to time to meet changing circumstances.*

**July 2018**

**PERSON SPECIFICATION**

<b>JOB TITLE: Behavioural Change Analyst (KTP Associate)</b>	<b>POST REF: REQ01546</b>
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**Qualifications /Training**

	<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>A postgraduate research degree (e.g. MD, MPhil, or PhD) either completed or under completion (in Psychology or related disciplines relevant to the project objectives regarding healthcare provision and assessment of clinician and patient motivations).</li> </ul>	x	

**Experience/Knowledge**

	<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>Extensive experience in using quantitative methods (i.e., designing surveys and experiments, recruiting participants, collecting data, analysing the findings).</li> </ul>	x	
<ul style="list-style-type: none"> <li>Ability to conduct systematic literature reviews.</li> </ul>	x	
<ul style="list-style-type: none"> <li>Experience of designing and conducting courses of experimental work.</li> </ul>	x	
<ul style="list-style-type: none"> <li>Knowledge of qualitative methodologies (i.e., designing, collecting and analysing data from deliberative focus groups and semi-structured interviews).</li> </ul>		x
<ul style="list-style-type: none"> <li>Knowledge of technology acceptance models.</li> </ul>		x
<ul style="list-style-type: none"> <li>Experience or interest in delivering one-to-one or small-group training exercises.</li> </ul>		x
<ul style="list-style-type: none"> <li>Experience in working in industrial or commercial environments.</li> </ul>		x

**Skills/Abilities**

	<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>Evidence of previous work experience in an environment requiring integrating into a team and interacting with the team's members to accomplish organisational goals.</li> </ul>	x	
<ul style="list-style-type: none"> <li>Excellent time management and organisational skills and the ability to work to tight deadlines.</li> </ul>	x	
<ul style="list-style-type: none"> <li>Ability to interface with people with commercial interests and from varied technical backgrounds.</li> </ul>	x	
<ul style="list-style-type: none"> <li>Good command of written and spoken English.</li> </ul>	x	
<ul style="list-style-type: none"> <li>Ability to work independently and as part of a team.</li> </ul>	x	
<ul style="list-style-type: none"> <li>Proactive and committed to the project.</li> </ul>	x	
<ul style="list-style-type: none"> <li>Experience or interest in delivering one-to-one or small-group training exercises</li> </ul>		x

**Other**

	<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>An understanding of, and commitment to, equality and diversity.</li> </ul>	x	
<ul style="list-style-type: none"> <li>Must be able to travel regularly around East Anglia to conduct fieldwork and meet with Provide CIC staff members.</li> </ul>	x	



▪ Can meet the requirements of UK 'right to work' legislation.*	x	
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1 The University has a responsibility under the Asylum, Immigration and Nationality Act 2006 to ensure that all employees are eligible to work in the UK. Prior to commencing employment, the successful candidate will be asked to provide documentary evidence to this effect. The University may be able to offer Tier 2 Sponsorship for this role. For further information about UK immigration requirements please follow this link <https://www.gov.uk/government/organisations/uk-visas-and-immigration>



**The University of Essex is proud to be:**

A leading academic institution with an international reputation  
for the quality of its research and teaching and  
an international community that is committed to equality and diversity.

**Knowledge Transfer Partnerships (KTP)**

A Knowledge Transfer Partnership (KTP) is a three-way project between a company, a university and a graduate (known as an Associate), which enables the transfer of knowledge, technology and skills to which the company currently has no access. Supported by the university, KTP Associates manage strategic projects within the company.

A KTP can help graduates to enhance their career prospects by providing them with an opportunity to manage a challenging project, which allows them to use their degree, and is central to an organisation's strategic development and long term growth.

Whilst the Associate leads the KTP project, they are supported by experienced staff from the company and university. They are also assigned a KTP Adviser, who supports them in maintaining good working relationships within the partnership and in planning their professional development in broad terms.

For more information, visit <http://ktp.innovateuk.org>.

**Provide CIC**

Provide is a Community Interest Company (social enterprise).

We deliver a broad range of health and social care services in the community, and are committed to making sure that they are safe, responsive and of high quality. We work from a variety of community settings, such as three community hospitals, community clinics, schools, nursing homes and primary care settings, as well as within peoples' homes to provide more than 40 services to children, families and adults. We also offer some online services.

We provide services across Essex and in Cambridgeshire (including Peterborough), Suffolk and Norfolk as well as in the London borough of Waltham Forest. We have an income of approximately £67 million, employ more than 1,050 people and serve communities with a total population of more than 1.9 million people.

For more information, visit <https://www.provide.org.uk/>.

**Department of Psychology, University of Essex**

The Department of Psychology at Essex aims to provide the most immersive and exciting experience of studying the human mind in the UK. You have the freedom and the facilities to study, experiment, explore and research why we think, feel and act the way we do.

We have a truly diverse academic community where different levels of experience and expertise are brought together by shared passions and interests.

For more information, visit <https://www.essex.ac.uk/departments/psychology>.

**General Information**

Informal enquiries may be made to the project Academic Supervisor, Prof Riccardo Russo (email: [rrusso@essex.ac.uk](mailto:rrusso@essex.ac.uk)) or Robert Walker, KTP Manager (tel: 01206 874076 email: [r.walker@essex.ac.uk](mailto:r.walker@essex.ac.uk)). However, applications must be made online.



KTP is funded by a UK Government grant and this appointment carries no expectation of extension beyond the end of the fixed-term contract.

In principle, previous KTP Associates are not eligible to apply. There are some circumstances where a previous Associate can apply for a new KTP. Please check with your previous KTP Adviser for information.

Please note that the role holder will be based at Provide CIC, located in Colchester, Essex, but may be expected to travel to the University of Essex Colchester Campus from time to time.

### **People Supporting Strategy**

Please find a link to the People Supporting Strategy.

<http://www.essex.ac.uk/hr/policies/docs/people-oct15.pdf>

### **Benefits**

Our staff and students are members of the University for life. We believe a person's potential is not simply defined by grades or backgrounds, but by a willingness to question, to collaborate and to push at the edges of knowledge and their own potential.

As an employer we offer a range of benefits and a commitment to career development and equal opportunities in an environment that both reflects and creates a rich interaction of people, disciplines and ideas.

- Pension scheme
- Generous holiday entitlement
- Competitive salaries
- Training and development Family Friendly policies
- On campus childcare facilities, for more information visit [www.wivenhoeparkdaynursery.co.uk](http://www.wivenhoeparkdaynursery.co.uk)
- Childcare vouchers
- Relocation package for qualifying staff
- Interest free season ticket loan
- Range of optional salary exchange tax benefits (pension, childcare and bicycle schemes)

### **No smoking policy**

The University has a no smoking policy.

**July 2018**