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## **Post-Doctoral research fellow recruitment re-advert**

### **I. Background**

The University of Rwanda is implementing a project known as EQUI-Injury (Equitable Access to Healthcare for Injuries in Low- and Middle-Income Countries) Project. The EQUI-injury project is a multi-institutional collaborative research project on access to healthcare after injury, funded by the National Institute of Health Research (NIHR), UK, through the University of Birmingham. The project will be conducted in four countries including Rwanda, South Africa, Ghana and Pakistan. There will be strong coordination between the four countries and partner institutions in UK. The aim of the project is to create an injury care pathway model with a health economic focus, which visually represents barriers and allows policy makers and other stakeholders to see the effects of intervening to overcome these barriers. The development of this context-specific injury care pathway model will be informed by robust quantitative and qualitative data that will be collected throughout the project.

### **II. Roles and Responsibilities**

The Post-Doctoral Research Fellow (PDRF) will gain experience working in a strong and supportive multidisciplinary, multi-country team, and of working in a highly relevant project of vital global health policy importance. The PDRF will have an opportunity to learn from multiple methodologies that the project will use and will gain a firm and broad base in applying these methods to comprehensively understand a complex health system issue. The successful candidate will be supported to author several manuscripts, deliver presentations, and advance his/her career throughout the project.

*In addition, the successful candidate will be expected to:*

- 1) Assist the PI in the overall coordination of the project at the University of Rwanda.
- 2) Plan and carry out research, using appropriate methodology and techniques. This may include, where appropriate the following activities:
  - Plan, publish and/or execute high-quality research.
  - Present findings in high-quality publications and conference proceedings.
  - Develop novel methodologies and techniques appropriate to the type of research being pursued.
  - Support the development of data collection tools, ensure accurate data collection, data entry, and conduct qualitative interviews.
  - Co-ordinate research activities and supervise other research staff.
  - Promote and ensure compliance with good practice in relation to the conduct of research, ethical guidelines, and other relevant UR and funder's policies.
  - Provide expert advice to colleagues and students within project and the area of research.



- Develop and make substantial contributions to knowledge transfer and public engagement activities of manifest benefit to the College of Medicine and Health Sciences and the University of Rwanda.
  - Apply knowledge in a way that develops new intellectual understanding.
- 3) Contribute to some administrative activities within the University of Rwanda, typically relating to this research project:
    - Preparation and delivery of project progress and other reports (e.g. any risk; due diligence; and equity, diversity, and inclusion reports)
    - Working alongside SPIU to ensure the timely delivery of the funder's finance reports.
    - Coordination and management of project resources.
  - 4) Support the coordination of stakeholder involvement, including working with lay people, communities, and policymakers in Rwanda to ensure the reach and impact of the findings.
  - 5) Input into the supervision of Ph.D. students, monitor their progress, participate in their examinations, and work closely with partners and the funder to develop capacity in multiple research methods which the project will employ.
  - 6) Actively manages equality, diversity, and inclusion through monitoring and evaluation and actively challenging unacceptable behavior.
  - 7) Ensure effective communication about the project among team members and other stakeholders.
  - 8) Pursue personal research including developing research ideas and winning support, including financial support.

### III. Call for applications

The University of Rwanda wishes to recruit one highly motivated candidate for a Post-doctoral Research Fellowship under the EQUI-Injury (Equitable Access to Healthcare for Injuries in Low- and Middle-Income Countries) Project. Eligible candidates are invited to apply for this highly competitive post.

### IV. Funding

The EQUI-injury project is funded by the National Institute of Health Research (NIHR), UK, through the University of Birmingham. The PDRF scholarship funding will come from the EQUI-Injury Project and will cover an attractive monthly salary, fieldwork fees, conference attendance

### V. Application requirements

- Be a Rwandan citizen
- Be an academic staff member at UR or a staff from institution partners to UR





**Key attributes:**

The Post-Doctoral Research Fellow is expected to demonstrate:

- Excellent quantitative and qualitative analytical skills,
- A high level of self-organization and self-motivation.
- Strong interpersonal skills and experience of working with multiple partners from diverse backgrounds and different contexts.
- A proven track record in analyzing extensive and complex quantitative and/or qualitative data including experience with statistical analysis software packages.
- Ability to monitor and evaluate the extent to which equality and diversity legislation, policies, and procedures are applied.
- Ability to identify issues with the potential to impact on protected groups and take appropriate action.

**Qualifications:**

- A Ph.D. degree in a medical, healthcare, or health economics related subject or equivalent qualifications.
- At least two years of experience in areas of research or research project management.
- Demonstrable experience in health systems in Rwanda or similar settings, and preferably experience in the field of injury care or health economics (preferably more than one of these subject areas).
- Demonstrable experience of applying and/or developing and devising successful models, techniques and methods.
- Demonstrable experience and success in research project planning, undertaking, and managing to deliver high-quality results.
- Experience of working at a high level on a multi-country project (Preferable).
- Experience of working at a post-doctoral level in a low or middle income country setting (Preferable).
- Experience with community engagement (Preferable).
- Experience in delivering training to junior academics and others who contribute to projects who are in LMIC settings (Preferable).
- Experience in qualitative analyses (Preferable).
- Experience in engaging multiple stakeholders who are lay people, healthcare workers, and policymakers (Preferable).



## VI. Application file

Applicants should provide:

- (1) a Curriculum Vitae showing the required experience,
- (2) Two recommendation letters from relevant academic referees,
- (3) a cover letter addressed to the Director of the UR CPGS
- (4) For a non UR staff, a proof of study leave or a commitment from the employer that the staff will continue to get a salary if selected for the scholarship
- (5) copies of all degrees earned.

## VII. Selection Methodology

Shortlisted candidates will be invited to the interview on dates that will be communicated through emails.

## VIII. How to apply

If you are interested please send the above documents (scanned and saved as one document or as a zipped folder) to the following addresses: [ur-cpgscholarship@ur.ac.rw](mailto:ur-cpgscholarship@ur.ac.rw) with a copy to [dean.somp@ur.ac.rw](mailto:dean.somp@ur.ac.rw) no later than 26<sup>th</sup> May 2023 at 23h59.

**Note:** A candidate should submit only one application

*Done at Kigali, on May, 15.....2023*

**Dr. KAYIHURA Muganga Didas**  
Ag. Vice Chancellor

