

Terms of Reference - Research Manager

THET

THET is a global health charity working in partnership with governments, health institutions, and international bodies to train health workers and strengthen health systems across 31 countries. We do this through grants management and capacity building, alongside research, convening and advocacy towards the goal of Universal Health Coverage. At the centre of our approach, is the model of Health Partnerships, long-term relationships between UK and LMIC health institutions, which improve health services through the reciprocal exchange of skills, knowledge, and experience. At the heart of our work is vision of a world where everyone has access to healthcare.

Find out more at www.thet.org

Role Purpose

The Research Manager will guide the strategic direction and coordination of research from inception through to completion, ensuring that research activities align with THET's strategic objectives and inform and influence the global health and health workforce agenda. The ideal candidate will possess strong leadership skills, excellent analytical abilities, and a deep understanding of research methodologies and processes. This role requires effective collaboration with cross-functional teams, including external engagement, monitoring, evaluation and learning, programmes management as well as with external partners, to drive and deliver impactful research and actionable insights.

Responsibilities

The Research Manager role will include the following responsibilities:

1. Provide technical support to the design of a learning agenda and research strategies and the delivery of quality research activities to address key learning and research questions across THET's programmes, aligned with THET's strategic objectives, global health workforce and health systems goals and priorities, and gender equity and social inclusion principles
2. Guide and promote the use of robust qualitative and quantitative methodologies to ensure high quality data collection and analysis on the most critical health workforce issues from diverse settings, ensuring adherence to ethical standards and data protection regulations and generating actionable insights.
3. Strengthen the capacity of partners and stakeholders through collaborative working to prioritise, design, conduct and disseminate quality research that is relevant and impactful, contributing to actionable and sustainable health workforce and global health solutions.
4. Build the capacity of colleagues across the organisation to support and guide the design and implementation of quality research and to effectively utilise research results for advocacy and resource mobilisation efforts around global health and health workforce strengthening
5. Contribute to and provide guidance for colleagues and partners for the translation, dissemination and uptake of research to a global and local audience through a variety of means, including blogs, evidence/policy briefs, publications, conferences, skills building sessions and webinars, leveraging research findings and learning to influence global health and health workforce agendas.

6. Seek out opportunities to enhance the impact and dissemination of THET health workforce and health systems research and learning through identification/establishment of strategic partnerships with global health organizations, academic institutions, governments, and NGOs.
7. Facilitate reflection and thinking across THET and the wider Health Partnership community on how the Health Partnership model can contribute to and influence policy and advocacy around health workforce and health systems strengthening.

A particular priority during this period would be the development of an organisational learning agenda and guidance and tools for the conduct and quality assurance of health systems and health workforce research from inception to impact.

Proposed Timeframe

110 consulting days in total, until 31st March 2025.

Contractual Responsibilities

Reports to: the THET Technical Director, based in the UK. The Consultant will be responsible for managing their workload and conducting the activities as set out in this document in a timely and efficient manner. Given the number of activities and short time frame, the Consultant will agree with the Director which aspects to prioritise. The Consultant will also have regular reporting points with the Head of Research, Evidence and Learning, and the Director of Programmes, largely through biweekly meetings, and will be expected to keep them informed on progress and key issues.

The contract is for 110 days and will terminate latest March 31st, 2025. The Consultant will receive a daily rate of up to £300, or, up to £33,000 for the whole programme of work. The consultant will invoice THET on a monthly basis. Please note that this is non-negotiable and will cover all expenses apart from project-related travel and communication expenses. Where reasonable travel and communications expenses are incurred, and approval given by the Technical Director, the Consultant will be remunerated following submission of timely and accurate receipts.

Receipts must be kept, where possible, in order to claim for support costs. Consultants will not be expected to use their own funds to cover project-related costs.

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Masters' Degree in a subject related to global health, health systems or health workforce 	
	<ul style="list-style-type: none"> • Training in, or relevant to, health systems research 	

	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Significant experience of health workforce and health systems research • Strong experience in leading and designing research, including developing and using a range of research methods, data collection tools, data analysis, and research uptake strategies • Significant experience of working in low- or middle-income countries, including supporting partners and governments • Significant experience of developing and cultivating relationships with external stakeholders 	<ul style="list-style-type: none"> • Experience of programme delivery in a low- or middle-income country. • Experience of writing research proposals
Knowledge	<ul style="list-style-type: none"> • Demonstrable knowledge of current global health issues. • Specific knowledge of issues relating to health workforce development in low- or middle-income countries • Understanding of FCDO and WHO thinking in the health system strengthening and health workforce space • Comprehensive knowledge of research methodologies and processes associated with health workforce and health systems 	<ul style="list-style-type: none"> • Knowledge of health partnerships • Knowledge of THET • Good understanding of project/ grant management cycle, including grant design, selection, contract, implementation, monitoring and evaluation
Skills	<ul style="list-style-type: none"> • Strong analytical and problem-solving abilities • High level of attention to detail • Excellent communication skills, both written and oral. • Excellent research skills • Good interpersonal skills. • Ability to work independently and make decisions with minimal supervision. • Adaptable and able to thrive in a fast-paced, dynamic environment 	
Values	<ul style="list-style-type: none"> • Strong commitment to THET's cause and values. • Intercultural sensitivity and awareness 	

	Essential	Desirable
Other	<ul style="list-style-type: none"> Ability to travel overseas and within the UK. 	

Key internal working relationships

- THET
 - Edward Tonkin, Head of Research, Evidence and Learning
 - Eldho Rajan, MEL Manager and MEL Lead (GHWP)
 - Country Directors
 - Ricard Skone-James, Director of Programmes
 - Louise McGrath, Deputy CEO
 - Zoe Gray, Head of External Engagement
 - Ben Simms, CEO

How to apply

Candidates should submit their CV, along with a cover letter of no more than two pages to jobs@thet.org with ‘THET Research Manager’ in the subject line by 30th August 2024.

Shortlisted candidates will be invited to a virtual interview the week commencing 9th September.

The candidate will work remotely.