

## Postdoctoral Action Researcher – Lived Experience & Co-Production



### Key responsibility

The role will focus on informing the development of processes for involving lived experience in the design of health and social services and supporting service reform initiatives. The postdoctoral researcher will be experienced in working in practice-based research and interacting with stakeholders in areas of social inclusion health policy. The role will be based in Genio but will involve close collaboration with the National Social Inclusion Office of the HSE.

### Purpose of the role

The person will play an integral role in developing guidance on best practice across domains of HSE Social Inclusion activity; providing guidance on methodologies for introducing these reforms and how best to involve service users in evaluating and co-producing services on an on-going basis. The overarching focus of the research will be to inform the greater involvement of lived experience in the design of health and social services and to surface learnings, opportunities and challenges. As part of this work, the person will initially focus some of their time on informing the roll-out of a hospital discharge programme for homeless people using an action research approach. In keeping with the key tenets of action research, the emphasis will be on promoting reflection and critical thinking amongst practitioners. The person will co-ordinate meetings with relevant participants of this work, conduct desk based research, gather data through stakeholder interviews, conduct data analysis, theme identification to inform cycles of action in a timely way, and write up the research findings.

### Outcomes to be achieved

- Highlight progress and the opportunities and challenges of implementation.
- Share learnings in ways which inform complex, social service systems.
- Implement shared learning opportunities for key stakeholders.
- Deliver insights in a timely manner in ways which promote constructive dialogues.

### Workload

This work will take place over an 18 month period. The role is a full-time temporary position.



## Person Specification: Postdoctoral Researcher

### Qualifications

Applicants should have a doctorate qualification (or a similar level of professional research experience), preferably in one or more of the following areas: health or social studies, organisational development, action research or a related approach to facilitating and informing change.

### Experience

Ideally candidates should have a minimum of 2 years' experience working in change processes with a range of stakeholder groups and a good understanding of social and health services in Ireland.

### Competencies and qualities required for this role

- Understanding of how people and organisations learn and develop.
- Excellent research interviewing and listening skills.
- Excellent facilitation skills.
- Excellent interpersonal skills.
- Excellent presentation skills.
- Ability to develop networks across varied Stakeholders.
- Knowledge/understanding of opportunities and challenges of policy implementation and service reform processes.
- Organisational change and/or action research.
- Individualised, person-centred supports.

### Attributes that will offer an advantage

- Experience of supporting the facilitation of change in health/social services using an action research method.
- Understanding of how the health/social sector works; who the key stakeholders are; and some understanding of health/social service policy and practice.
- An understanding of specific service user supports.
- Understanding of, or experience working with vulnerable groups including, but not limited to, people living in homelessness, people who use drugs, migrants and Travellers.
- Experience of carrying out qualitative research.

### Competencies and qualities required

- Excellent organisational skills, an ability to prioritise, work to deadlines and execute tasks with appropriate attention to detail.
- An ability to operate in rapidly changing environments and to tolerate ambiguity.
- Keen intelligence, judgement and capacity for analytical thought.
- Capacity to work on own initiative and to seek support as needed.
- Ability to communicate clearly and maintain a professional and friendly manner.
- Ability to write clearly and concisely with excellent spelling and grammar.
- Ability to develop and maintain relationships with key stakeholders.
- Excellent diplomatic, networking and influencing skills.
- Ability to work collegially as a team member supporting others to achieve outcomes.
- Honesty and integrity.

### Other requirements

- Role requires flexibility with regular travel and overnight stays.
- Car and clean driver's license required.

**Salary:** Commensurate with experience.



### How to Apply:

**For informal queries contact:**

**Closing date:**

<https://www.genio.ie/about-us/careers>

John Healy: [john.healy@genio.ie](mailto:john.healy@genio.ie)

5:00pm, 22 April 2021

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