

**Health research analyst required to work on a 3 month contract for an evidence review company based in central London**

**Bazian Ltd**

**JOB DESCRIPTION and PERSON SPECIFICATION FOR CANDIDATES**

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Closing date for receipt of applications: 21 December 2012

Interview date: Early January 2013

## 1. Job Description

### Title: Health research analyst

This is a full-time position based in London (working at 10 Fitzroy Square, W1T 5HP) offered as a fixed term contract for 3 months. A part-time position will be considered for the right candidate. The position is offered with a view to a possible long term position at the end of the fixed term.

### About Bazian

Bazian is an Economist Intelligence Unit business offering evidence analysis to support policy and purchasing decisions in health care. We use transparent systematic review processes with a view to improving decision making about treatments or the way that health services are configured.

Analysts will work in a team of dedicated enthusiasts including; doctors, epidemiologists, librarians and healthcare scientists and public health researchers. See [www.bazian.com](http://www.bazian.com) for details.

### Remuneration

The full time salary (i.e. 40 hours per week) for this position is in the range £25,000 to £33,000 per annum, depending on skills and experience; part-time pro-rata.

### Purpose

To provide high quality, rapid analysis of health research

To assist in developing new products

To disseminate knowledge develop methods for production of evidence-based information

### Hours of work

Flexible days and hours: 20-40 hours per week

### Reporting Line

This position reports to the Health Research Analyst Manager (Team leader)

### Key working relationships

- Clinical programmes director
- Management and administration teams
- Information scientists

### Position summary

This is a full time position based in London, although part time would be considered for the right candidate.

Health research analysts work in a team with other members of the science unit to produce high quality, rapid analysis of health research. They are skilled in asking relevant questions, finding studies that help answer these, extracting data, interpreting this simply within the context set by the question, representing this visually, textually and verbally, and drawing justifiable conclusions. They communicate, where required, unambiguously and understandably with the target audience. The position requires an

understanding of the science of evidology and the ability to learn quickly in new clinical areas. An ability to interpret and represent complex information simply and to balance competing evidence is critical.

## Position responsibility areas

This position covers the following areas of responsibility:

- Reviewing and appraising research
- Extracting quantitative and qualitative data from research
- Interpreting and communicating conclusions from research information
- New product development
- Learning and training

## Responsibilities

- To be responsible for the review and appraisal of research articles, systematic reviews and guidelines in a timely manner
- To be responsible for the extraction of relevant qualitative and quantitative data with analysis and representation of this data visually, textually and verbally
- To be responsible for the interpretation of information in specified healthcare contexts and the inference of meaningful conclusion based on the information
- To be responsible for the development, maintenance and implementation of processes and systems for existing and new products and to ensure the high standard of these
- To be responsible for proactively identifying personal learning needs and relating these to company requirements, taking an active role in the transfer of evidology knowledge and skills to others

## Tasks

To be responsible for the review and appraisal of research articles, systematic reviews and guidelines in a timely manner

- refine and clarify research questions
- consult with domain experts
- determine current practice
- assess relevance from abstracts of healthcare research
- critically appraise healthcare research quality
- record the filtering process
- manage reference lists with bibliographic software
- determine study design from reports
- identify and rank study quality

To be responsible for the extraction of relevant qualitative and quantitative data with analysis and representation of this data visually, textually and verbally

- extract research results into data tables
- analyse and rank the quality of a body of evidence
- form a considered judgment on the quality of the evidence and the relative importance of reported outcomes
- present results in written, numerical and graphical formats
- model data and understand the underlying assumptions

To be responsible for the interpretation of information in specified healthcare contexts and the inference of meaningful conclusion based on the information

- draft evidence based reports

- interpret research results from the perspective of payers, providers, clinicians and patients
- liaise with Information scientists, editors and other members of the scientific team in the authoring process
- co-ordinate internal and external review of draft documents
- review and redraft documents to take account of external and internal critique
- describe any limitations to the evidence based reports delivered

To be responsible for the development, maintenance and implementation of processes and systems for existing and new products and to ensure the high standard of these

- advise the team leader on technical perspective of new products
- assist with writing proposals, process documents and supporting components required for new products
- monitoring delivery of new products against the delivery plan
- represent Bazian and the research team at selected meetings where required
- participate in scientific team discussions on standards and quality assurance
- participate in a quality improvement plan for the organisation
- to participate in audit processes from time to time

To proactively identify personal learning needs and to relate these to organization requirements, taking an active role in the transfer of evidology knowledge and skills to others

- identify learning needs for oneself
- participate in teaching other analysts
- participate in one to one training and mentoring of staff
- take a role in the induction process for new staff
- draft or co-author methodology papers and presentations for internal use and/or publication
- draft abstracts for presentation at evidence based healthcare conferences

## 2. Person Specification

### Education, skills, knowledge and experience

- science or health related degree
- postgraduate qualification or two years post-degree experience in a health related field
- experience in health research or research design, evaluation and interpretation
- well developed conceptual thinking
- ability to clearly communicate complex information
- excellent analytical, numerical, verbal, written and presentation skills
- experience in working under pressure, setting priorities and managing tight deadlines
- previous experience with new product development desirable
- fluency with concepts of critical appraisal
- experience and aptitude in training, mentoring or teaching

## 3. Health research analyst; job competencies

Conceptual and analytical thinking	<p>Able to separate and group complex issues and factual details quickly into mutually exclusive, hierarchical categories to permit logical, stepwise and rapid analysis</p> <p>Able to discard trivial or non-contributory information quickly and decisively</p> <p>Isolates and explains root causes of technical problems and proposes realistic and practical solutions to solve them</p>
Timeliness and volume of work	<p>Consistently delivers on agreed objectives and expectations</p> <p>Meets commitments and takes responsibility for their personal performance</p> <p>Plans work to meet defined objectives</p> <p>Schedules in advance the steps and resources required in a task or project</p> <p>Builds in contingencies</p> <p>Seeks timely help appropriately</p> <p>Consistently strives to meet or exceed expectations</p>
Initiative / innovation	<p>Easily adapts to new situations and ways of working</p> <p>Easily able to bring skills to bear effectively on unfamiliar problems</p> <p>Seeks out and acts on opportunities without being prompted by others</p> <p>Demonstrates a proactive and innovative approach</p> <p>Contributes product ideas</p> <p>Engages in prototype development and product refinement</p>
Quality focus	<p>Maintains high standards in the output they produce and encourages others to meet similar standards</p> <p>Attention to detail, ensuring technical and factual accuracy of work completed</p> <p>Consistently evaluates work to achieve excellent results</p> <p>Consistently strives to meet or exceed expectations</p>
Client/user focus	<p>Can view issues in the context of society and wider public health policy</p> <p>Identifies and understands the client or end user's needs</p> <p>Focuses on meeting the needs of the end user</p>
Technical skill / knowledge of job	<p>Overall:</p> <p>Demonstrates technical knowledge and skills relevant to the role</p> <p>Builds on knowledge and skill areas and shares them with others</p> <p>Fluent with principles of evidology, including critical appraisal, systematic reviewing, principles of meta-analysis, basic modelling, and data interpretation</p> <p>Writing skills:</p> <p>Communicates information in a written format in a clear, concise and unambiguous manner</p> <p>Presents data effectively (i.e. to convey meaning) in graphical formats</p> <p>Numerical skills:</p> <p>Fluent in manipulating data and calculating basic statistics</p>
Teamwork and communication	<p>Takes a co-operative approach within the team, sharing knowledge and information</p> <p>Seeks to promote harmony within the team and contributes to team processes</p> <p>Understands, communicates and contributes to business objectives</p>
Training	<p>Aptitude for training, mentoring and teaching others in evidology</p> <p>Undertakes self-directed learning</p>

## 4. About Bazian

Bazian is an Economist Intelligence Unit business offering evidence analysis to support policy and purchasing decisions in health care. We use transparent systematic review processes with a view to improving decision making about treatments or the way that health services are configured.

The Economist Group is the leading source of analysis on international business and world affairs. The publications and services delivered under the Economist brand are The Economist magazine, The Economist online, Economist Intelligence Unit, Economist Conferences, Economist Corporate Network, The World In... and Intelligent Life. For more information about The Economist Group, visit <http://www.economistgroup.com/>

Bazian was founded in 1999. Since then we have been the “Intel Inside” key UK evidence-based products including Clinical Evidence, and the Map of Medicine (for whom we created 400+ evidence-based pathways). Bazian has conducted technology assessments for NHS PASA-CEP, various PCTs across England, and provided responsive evidence reviews to the NHS R&D from 2001 to 2004. The British Medical Association turned to Bazian to conduct the systematic review that helped to settle the clinical debate about the MMR vaccine in 2002, and in that same year we rapidly cleared NICE’s backlog of interventional procedure overviews. We are also the team behind the responsive “Behind the Headlines” service on NHS Choices and supply work under contract to NICE for a number of projects.

Our team includes Information specialists, Health Research Analysts, and Clinicians with significant experience in evidence based methods and quantitative analysis, producing tailored outputs to tight timelines, to suit our client’s needs.

See [www.bazian.com](http://www.bazian.com) for more information or email [info@bazian.com](mailto:info@bazian.com)