



# CREATE

PhD PROGRAMME

Zambart

brighton and sussex  
medical school

MRC  
Unit  
The Gambia



MRC/UVRU and LSHTM Uganda Research Unit  
UKRI  
Medical  
Research  
Council



Queen Mary  
University of London



KING'S  
College  
LONDON



St George's  
University of London

# CREATE PhD Stage 1 UK fellowship Applications

## Webinar

Wednesday 11<sup>th</sup> October 2023

12-1pm BST

Panel:

Prof **Kirsty Le Doare** (Programme Deputy Director) - SGUL

Prof **Priscilla Harries** - Kingston University/Hon. Professor SGUL

Dr **Alex Keeley** (Current fellow) - LSHTM/MRC-Gambia

Ms **Katherine Barrett** (Programme Manager) – LSHTM

Purpose:

**Information session** about the CREATE PhD Programme - in light of the Stage 1 UK fellowship applications (currently open until 10th November 2023).

Format:

**Presentations** on the programme and fellowship lifecycle, how to submit a quality application, perspective from a current fellow.

**A moderated Q&A**

## Follow-up:

Please feel welcome to send questions for the panel afterwards via [create-phd@lshtm.ac.uk](mailto:create-phd@lshtm.ac.uk)

## Housekeeping:

- This session will be recorded and will be made available afterwards
- Only nominated panelists can be seen, heard or screen share
- The audiences' mics & videos are turned off
- The Q&A function is available in this session – please ensure messages are respectful and in line with LSHTM's values
- Questions will be answered after all panelists' presentations

# Presentation:

## Kirsty Le Doare: CREATE PhD programme

---

# AFRICA HEALTH RESEARCH TRAINING PROGRAMME

## CREATE

### PhD Programme

### Vision

To build a transformative programme that nurtures a new generation of **diverse world class** researchers who will address existing and emerging global health challenges, **working across professional and research disciplines**, with **equity** as a core value

## Collaborative partnership:



## Overview of the Programme:

- Wellcome Trust funded programme: 25 (3-year) PhD fellowships (5/year)
- Open to UK/Republic of Ireland registered health professionals
- Fellows will register at one of the partner UK Institutions (UKI)
- Fellows will be based at an African Partner Institution (API) for 18-24 months

## Overview of the Programme:

Research focus:

- Health needs of sub-Saharan Africa
- Interdisciplinary (rather than exclusively biomedical) research

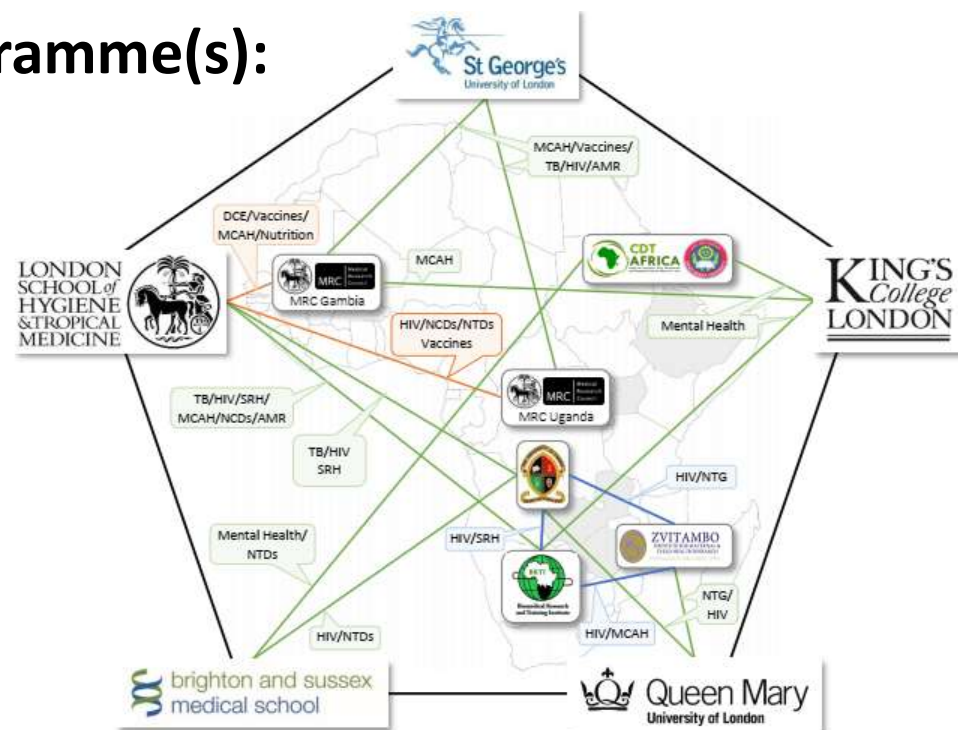
Research culture:

**Wellcome Trust:** A culture that is creative, inclusive and honest.

**Transformation of Research Culture and improving  
Equity, Diversity & Inclusion (EDI) central to programme's aim**

## How CREATE differs from previous programme(s):

- Defined 6 API with 5 UKI
- Modified recruitment process
- Joint API and UKI supervision
- Training & cohort activities
- Research culture and EDI focus
- Formal monitoring of fellows/impact
- 2-level programme oversight



AMR: Antimicrobial Resistance; DCE: Disease Control and Elimination; MCAH: Maternal, Child and Adolescent Health; NCDs: Non-Communicable Diseases; NTDs: Neglected Tropical Diseases; NTG: Nutrition and Tropical Gastroenterology; SRH: Sexual and Reproductive Health

## EDI and research culture roadmap:

<b>Improve Diversity and inclusion</b>	<ul style="list-style-type: none"> <li>Recruitment of NMAHPs → diversify recruitment strategy &amp; role models</li> <li>Supporting application processes &amp; Revised selection process</li> <li>Fully integrating API &amp; UKI fellows: training, supervision, mentoring and monitoring</li> </ul>
<b>Interdisciplinarity</b>	<ul style="list-style-type: none"> <li>Encouragement of interdisciplinary research projects</li> </ul>
<b>Training and support</b>	<ul style="list-style-type: none"> <li>Digital Global Health Academy</li> <li>Cohort cohesion</li> <li>Mentorship <u>programme</u></li> <li>Formal progress monitoring</li> </ul>
<b>Collaboration &amp; Partnerships</b>	<ul style="list-style-type: none"> <li>Peer-Pairing</li> <li>Training activities at APIs</li> </ul>
<b>Environment &amp; culture</b>	<ul style="list-style-type: none"> <li>Bullying &amp; Harassment policies and pathways for reporting</li> <li>Metrics of “success”</li> <li>Supervisor training</li> </ul>
<b>Share best practice</b>	<ul style="list-style-type: none"> <li>Showcase diversity – testimonies, case studies</li> <li>Report metrics</li> <li>Collaboration with PhD Programmes at HEIs</li> </ul>

## Digital Global Health Academy:

- Modular, participatory programme
- To integrate into core doctoral training across institutions
- Rolling programme
- Across UKI & APIs

THEME	TRAINING COMPONENTS
<b>Conducting research effectively</b>	<ul style="list-style-type: none"> <li>• Project / Data / Financial Management</li> <li>• Working in resource-limited settings</li> </ul>
<b>Enterprise and leadership</b>	<ul style="list-style-type: none"> <li>• Research Leadership Programme</li> <li>• Balancing clinical and academic careers</li> <li>• Cross-disciplinary working</li> </ul>
<b>Contribution to Society</b>	<ul style="list-style-type: none"> <li>• Research for Impact</li> <li>• Public Engagement &amp; community partnerships</li> <li>• Engaging policy makers</li> <li>• Open Access, Research commercialisation &amp; IPR</li> </ul>
<b>Transforming Research culture</b>	<ul style="list-style-type: none"> <li>• Teaching, supervising &amp; mentoring</li> <li>• Research Integrity: Beyond ethical approvals</li> <li>• Bullying and Harassment</li> <li>• Personal effectiveness</li> </ul>
<b>Global citizenship</b>	<ul style="list-style-type: none"> <li>• Decolonising Global Health</li> <li>• Cultural Hegemony</li> <li>• Global Health Governance</li> </ul>

## API vs UKI fellows/Institutions:

- Registration at UKIs or APIs
- Funding for research through existing research platforms
- UKI commitment: Fee waivers/Varied amount committed per fellow
- Access to UKI Resources
- Integrated into cohort- same training & support activities & mentorship
- Monitoring of progress by PMG

# Presentation:

## Katherine Barrett: Fellowship lifecycle

## CREATE PhD Fellowship:

- 3 year fellowship
- Up to 24 months at API including:
  - Biomedical Research and Training Institute (Zimbabwe), CDT-Africa (Ethiopia), MRC-Gambia, MRC-Uganda, Zambart (Zambia), Zvitambo (Zimbabwe)
- Registration at UKI including:
  - London School of Hygiene and Tropical Medicine, St George's University of London, Kings College London, Queen Mary's University of London, Brighton and Sussex Medical School

## Overarching structure of CREATE PhD Fellowship:

1. Application (Sept – Nov, Stage 1 / Dec – April, Stage 2)
2. Offer (May)
3. People are required to take up their fellowship within 12 months of the award being made
4. Induction/onboarding
5. Upgrading at end of 1<sup>st</sup> year
6. Viva at end of 3<sup>rd</sup> year

**Variations:** no-cost extension / part-time option

---

## Fellowship supports and resources:

- **Funded** by Wellcome – including PhD fees, salary, overseas allowances, research costs, travel and conferences/training
- **Individually supported** by 2/3 supervisors, as well as mentor (optional)
- Access to UKI/API **training and research resources**
- Member of the '*Digital Global Health Academy*' – training and resources tailored to fellowship
- Part of **wider cohort** of CREATE PhD fellows and other Wellcome-funded fellows

## Fellowship application:

2 stage application process

- 1<sup>st</sup> stage – submit online application by 10<sup>th</sup> November 2023

[www.jobs.lshtm.ac.uk](http://www.jobs.lshtm.ac.uk)

Reference - ITD-CRD-2023-08

- Person specification

*We welcome applications from individuals, regardless of their background, who have the scientific rigour, drive and ambition to carry out world-class research that focuses on issues of public health importance in Africa.*

<https://jobs.lshtm.ac.uk/vacancy.aspx?ref=ITD-CRD-2023-08>



[Home](#) [Login](#) [Register](#)

[Home](#) / [About us](#) / [Working at the School](#) / [Job Vacancies](#) / CREATE PhD Programme Fellow (x5)

## CREATE PhD Programme Fellow (x5)

[Jobs Home](#)

[Current Vacancies](#)

[How to Apply](#)

[Contact Us](#)

[Applying from Overseas](#)

[Equal Opportunities](#)

[How to find us...](#)

[Jobs by Email](#)

[LSHTM Home](#)

[View All Vacancies](#)

### CREATE PhD Programme Fellow (x5)

**Department of Clinical Research**

**Salary:** £40,257 to £58,398 per annum, inclusive.

**Closing Date:** Friday 10 November 2023

**Reference:** [ITD-CRD-2023-08](#)

Applications are invited for this PhD training programme to commence in September 2024. Led by the London School of Hygiene & Tropical Medicine, this PhD Programme is offered by five UK and six African partner institutions bringing together the expertise of these institutions in global health research.

The focus of this PhD Programme is on research focusing on the health problems of African countries, centering on Zambia, Zimbabwe, Ethiopia, The Gambia, and Uganda. Successful applicants will develop their potential to become global health leaders within a structured and mentored training environment. Further information on the programme is available at: [PROGRAMME | CREATE PhD Programme \(create-phd.org\)](#)

This programme is aimed at supporting health professionals who wish to undertake rigorous research training. Support is for three years and includes a matched salary, research expenses, home rate tuition fees, and training and travel costs.

Applicants must be practicing healthcare professionals and be registered with a national professional regulatory body in the UK/Republic of Ireland. Medical graduates must be registered on a UK/Republic of Ireland specialist training programme or must be a registered GP. Applicants should maintain their clinical skills, if applicable. Applicants must have an interest in global health research and be looking to develop their academic career.

## Fellowship application - eligibility:

- **Healthcare professionals** eligible to apply include: art therapists, chiropodists/podiatrists, chiropractors, clinical psychologists, dental hygienists, dental nurses, dental therapists, dentists, dieticians, drama therapists, health visitors, healthcare scientists (in life sciences, physiological sciences, physical sciences and biomechanical engineering, and bioinformatics), medical graduates, midwives, music therapists, non-medical public health specialists, nurses, occupational therapists, operating department practitioners, optometrists and dispensing opticians, orthoptists, osteopaths, paramedics, pharmacists, pharmacy technicians, physiotherapists, practitioner psychologists, prosthetists and orthotists, radiographers, social workers, speech and language therapists, vets, physician assistants.
- Applicants should hold **full registration** with UK professional regulatory bodies (such as the General Medical Council, Nursing and Midwifery Council, Health and Care Professions Council, General Optical Council, General Pharmaceutical Council, General Dental Council and others). All applicants must have completed their undergraduate degree and be registered with the relevant health professional regulatory bodies. Those who have provisional registration or are pre-registration are not eligible to apply. Non-medical healthcare professionals need to have at least 1 year of clinical practice.
- Applicants should be **eligible to work in the UK and qualify for home or UK-level fees**.

## Fellowship application:

- **2<sup>nd</sup> stage** – shortlisted candidates will receive notice by mid-December 2023
  - Documentation by 26<sup>th</sup> March 2024 including:
    - 1) A project details form
    - 2) A detailed budget
    - 3) Endorsement of application and budget from your proposed host UK and African Institutions
- [A webinar for shortlisted candidates will be scheduled for January 2023 with further information]*
- **Interviews** in w/c May 6<sup>th</sup> 2024
  - **Entry** in 2024/2025 (i.e. from September 2024 onwards, within 12 months of the award being made)

## Fellowship application:

- **Salaries** should be requested according to experience on the appropriate clinical salary scale, including London weighting if relevant. Typically, consultant level salaries and NHS salaries above Band 7 will not be funded, if this issue arises, this should be discussed individually with the Programme Manager.
- Routine **clinical work** (not related to research) should be limited to no more than 8 hours a week (2 clinical sessions) full-time equivalent (FTE) (16 hours for craft specialities FTE, 4 clinical sessions) during the fellowship and the host institution must provide a signed statement agreeing to this restriction. Fellows working clinically or undertaking patient-facing research in the country where they are conducting their PhD research must ensure that they are registered with the appropriate health professional regulatory body, and are undertaking appropriate continuing professional education to maintain their registration.
- Projects must demonstrate a **clear relevance to the main aim of the CREATE Programme**.
- An unsuccessful candidate can reapply once, but should seek advice from the Programme Director prior to considering reapplication.

## Fellowship application – next steps:

### How to apply

Applications must be received through the online LSHTM application system via <http://jobs.lshtm.ac.uk> by **23.59 hours on Friday 10<sup>th</sup> November 2023**. No applications received after the deadline will be accepted.

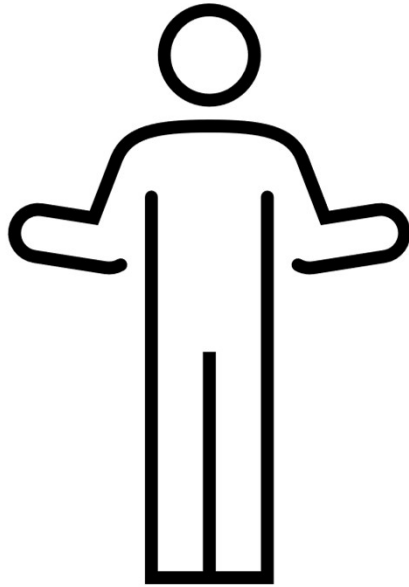
The application needs to contain the following elements:

1. Application form
2. Supporting letter from academic referee
3. Completed Equal Opportunities Monitoring Form

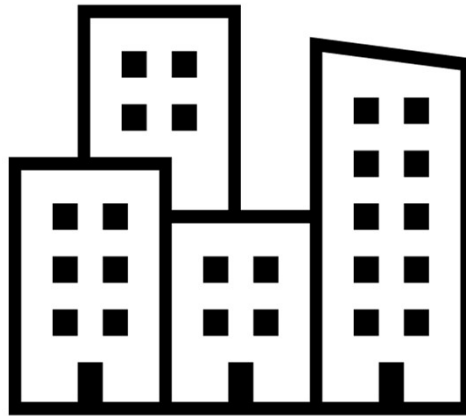
The fellowship application is a two-stage process. The initial application assesses your career history to date, your achievements in research to date, your experience of working in low- and middle-income countries (LMICs), your motivation to enrol in this doctoral training programme and a brief outline of your ideas for a PhD. It is not expected that you have identified a definite PhD supervisor and developed a specific project by this stage, although it would be expected that you have some broad ideas for your research project, potential supervisory team, UK institution and African Partner Institution.

# Presentation:

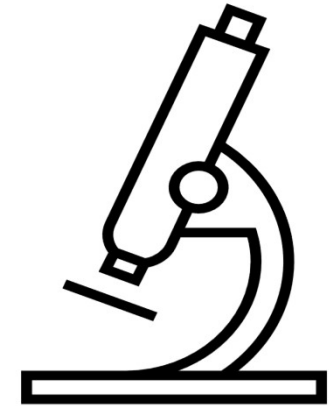
## Priscilla Harries: how to submit a quality application.



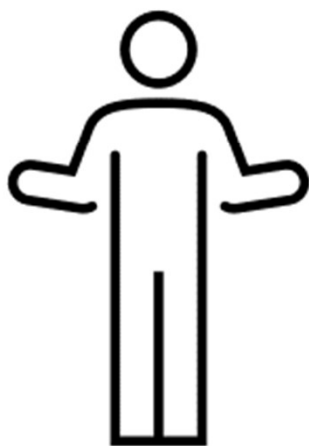
Person



Place



Project



Person

- Meets the eligibility criteria
- Demonstrable interest in research
- Timing



Place

- Institutional support and infrastructure
- Supervisory team



Project

- Topic
- Impact on patients and services
- Appropriate methods
- Tailored training plan
- Post doctoral career

## Top Tips

- Think carefully and do your research
- Allocate sufficient to write your application
- Sell yourself and proposal
- Proof read for clarity (spelling & grammatical errors)
- Be brave

# Presentation

Alex Keeley: perspective from a current fellow.

# Overview:

Part 1: Is this the right option for me?

Part 2: Ok I'm keen, what should I be considering right now?

# Is this the right option for me?

- Do I meet the person specification?
- Living and working abroad: is it for me?
- Changing landscape in Global Health (fast but too slow)
- Equitable partnership

## Am I eligible?

HCP registered with professional regulatory bodies in UK/ROI

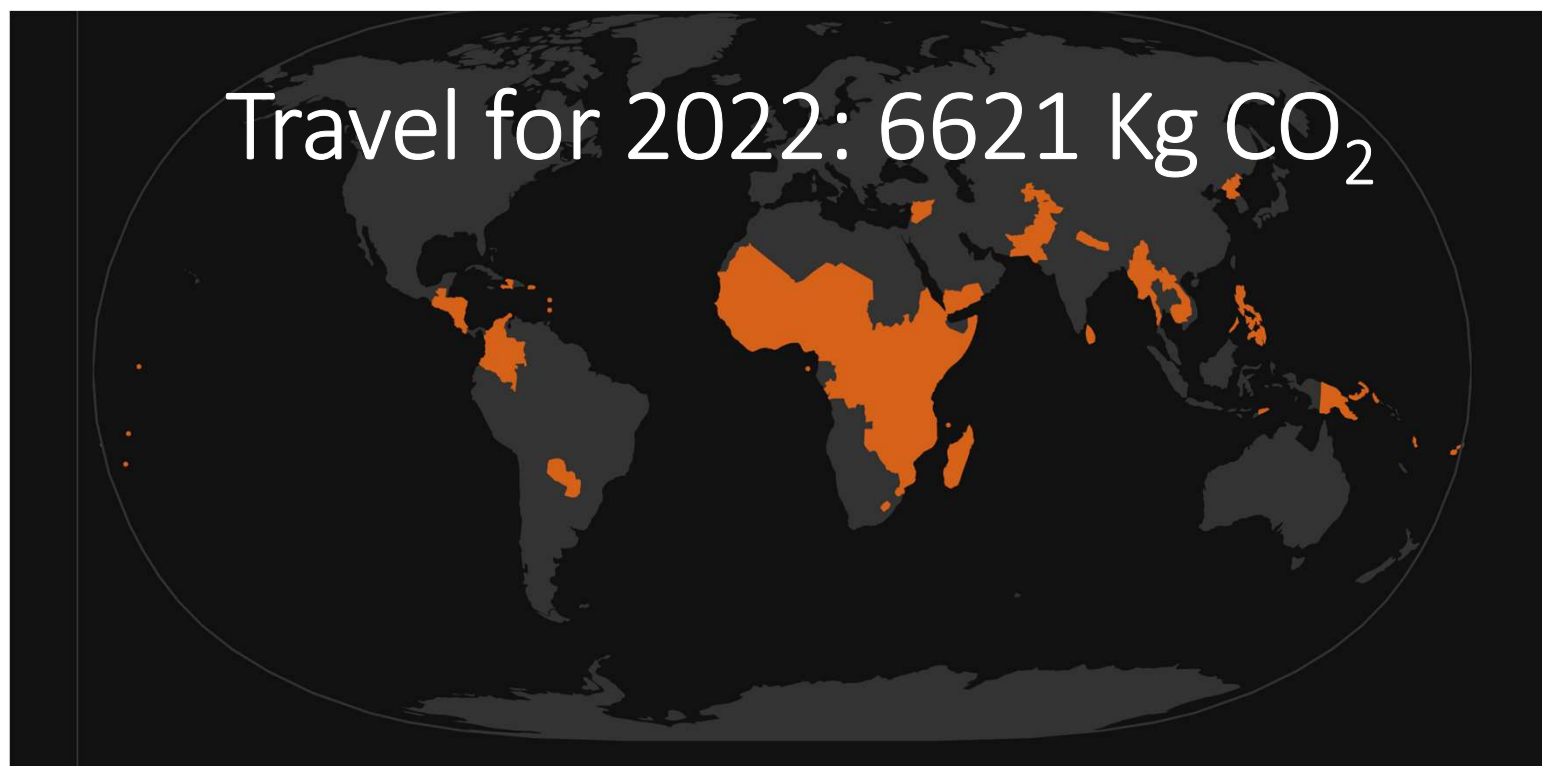
Medical graduates must have completed Foundation training or internship. Other health professionals must have completed a minimum 1 year of clinical practice.

Shown commitment and aptitude for a career in global health research

# Living and working abroad:

“generally expected that fellows will spend approx 2 years in the African partner country undertaking their research.”

Global health research has propagated the structural injustices it seeks to combat:





Alex J Keeley @AlexJKeeley · Mar 3

Blistering. Bold. Deeply uncomfortable and absolutely essential listening @LazanyaR at @HTropDis GR. Message is not "don't do global health research". But do it with eyes open and be prepared to reflect, change and hand over power. Much inspiration drawn from Paul Farmer (RIP).

- Acknowledgement of how your institution has benefited from colonialism
- Review institutional practices and partnerships
- Actively work to change culture and behaviours
- Root out racism and neo-colonialism
- Diversification of academic staff
- Provide more opportunities for LMIC global health students, researchers and practitioners
- Contribution to health system strengthening
- Commitment to choosing discomfort over status quo

## What to consider: person – place - project

- Supervisor + location
  - This is very important
  - Ask people who work with / are supervised by them
- Project:
  - Worth time investment to get awesome
  - Feasibility
  - Consider the pitfalls and address them
  - Communicating your ideas to people – get lots of practice

# Be kind to yourself

Thank you to our panel

Prof **Kirsty Le Doare** (Programme Deputy Director) - SGUL

Prof **Priscilla Harries** - Kingston University/Hon. Professor SGUL

Dr **Alex Keeley** (Current fellow) - LSHTM/MRC-Gambia

Ms **Katherine Barrett** (Programme Manager) - LSHTM

## Moderated Q&A:

Please type questions to the hosts

We will group by theme

Kindly note that we may be unable to respond to all within the timeframe

## Follow-up:

Please feel welcome to send questions for the panel afterwards via [create-phd@lshtm.ac.uk](mailto:create-phd@lshtm.ac.uk)

Portions of this webinar will be available for viewing on the [www.create-phd.org](http://www.create-phd.org) website after this event.