



Induction Programme

Wednesday 10th September 2025: 10am-12pm BST

<https://www.create-phd.org/>

 @CreatePhD

Agenda:

1. Introduction to the Programme (Slide 3)
2. What does PhD supervision entail (Slide 20)
3. CREATE PhD – Administrative Expectations (Slide 26)
4. Other aspects of the CREATE PhD Training: (Slide 37)
 - a. Cohort activities & the Digital Global Health Academy (DGHA)
 - b. Mentorship and Pastoral Support
5. How is Progress monitored & Key PhD milestones (Slide 45)

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

1. Programme structure

- 25 UK and 25 matched African fellowships (recruited over 5 years)
- Matching occurs by API and UKHEI
- 3-year fellowships (**Variations:** no-cost extension / part-time option)
- UK fellows have to be health professionals & register at one of 5 UKIs
- Matched API fellows apply to a project advertised by API: API fellows don't have to be health professionals (skillset matched to advertised project) & register at UK or African HEI
- All fellows based at API for at least 18-24 months
- PhD structure according the HEI where the fellow registers
- All fellows: same expectations + same programme oversight & monitoring, mentoring, training & support activities
- Research focus: Health needs of sub-Saharan Africa

Collaborative partnership between UK and African institutions

LONDON
SCHOOL of
HYGIENE
& TROPICAL
MEDICINE



KING'S
College
LONDON

CITY
ST GEORGE'S
UNIVERSITY OF LONDON

 **brighton and sussex**
medical school

 **Queen Mary**
University of London



MRC/UVRI and LSHTM Uganda Research Unit





- Prof Liam Smeeth (Director)
- **Prof Rashida Ferrand** (Programme Director – CREATE PhD Programme)



- Prof Malcom Reed (Dean)
- **Prof Gail Davey** (Co-Director, CREATE)



- Prof Richard Trembath (Senior Vice President – Health & Life Sciences)
- **Prof Martin Prince** and **Dr Rosie Mayston** (Co-Directors, CREATE)



- Prof Jo Martin (Deputy Vice Principal)
- **Prof Andrew Prendergast** (Co-Director, CREATE)



- Prof Carwyn Hooper (Head of Graduate School)
- **Dr Sean Wasserman** (Co-Director, CREATE)



- Prof Abebaw Fekadu (Director)
- **Prof Eyasu Makonnen** (Programme Director – CREATE PhD Programme)



- Prof Umberto D'Alessandro (outgoing Director) / Prof Ed Clarke (incoming Director Oct 2025)
- **Prof Martin Antonio** (Co-Directors, CREATE)



- Ms Ethel Dauya (Director)
- **Prof Katharina Kranzer** (Co-Director, CREATE)



- **Prof Andrew Prendergast** (Director and Co-Director, CREATE)

MRC/UVRI and LSHTM Uganda Research Unit



- Prof Moffat Nyirenda (Director)
- **Prof Femke Umbazzi** (Co-Director, CREATE)



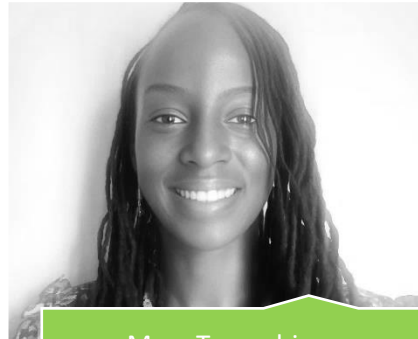
- Dr Kwame Shanaube (Director)
- **Prof Helen Ayles and Dr Kwame Shanaube** (Co-Directors, CREATE)

Current CREATE PhD programme fellows (1 of 4)

- Year one
- 2022 recruited UK fellows – matched with API fellows between 2023-24



Kondwelani (John) Mateyo
Zambart (LSHTM) – TB
diagnostics



Mary Tumushime
BRTI (LSHTM) – STI control



Miriam Nakanwagi
MRC-U (SGUL) - Kaposi's
sarcoma



Racheal Alinaitwe
MRC-U (KCL) - Dementia



Marcello Scopazzini
LSHTM – TB & cardiac disease



Rumbi Gumbie
LSHTM – SRH services



Sarah Sturrock
CSGUL – Neonatal sepsis



Josie Pryn
KCL – Dementia

Medical Doctor

Nurse

Social Scientist

Current CREATE PhD programme fellows (2 of 4)



Appointed in 2025

• Year two

- 2023 recruited UK fellows – matched with API fellows between 2023-25



Jonathan Kitonsa
MRC-U (BSMS) - HIV



Maureen Tshuma
BRTI (BSMS) – Dementia
intervention



Tinashe Mwaturura
BRTI (LSHTM) –
Laboratory workflow



Rhulani Beji-Chauke
BRTI (KCL) – Substance
abuse



Geoffrey Manda
Zvitambo (QMUL) –
Malnutrition



Markos Tadele
CDT-Africa (KCL) - Visceral
leishmaniasis



Claire Norcross
BSMS – HIV drug
resistance



Kate Mattick
BSMS – Rehabilitation
aids



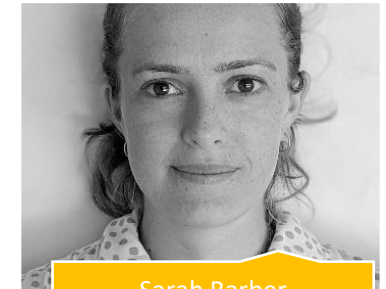
Lydia Davidson
LSHTM – Infection
prevention



Sam Gnanapragasam
KCL – Depression
intervention



Tim Campion-Smith
QMUL - Malnutrition



Sarah Barber
KCL – Mental health

Medical Doctor

Nurse/Physiotherapist

Public Health Scientist

Veterinarian

Current CREATE PhD programme fellows (3 of 4)

- **Year three**
- 2024 recruited UK fellows – matched with API fellows between 2024 - 25



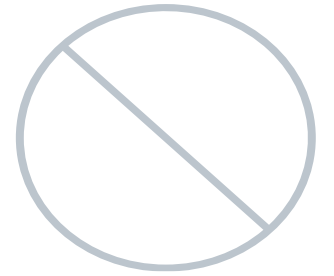
Ousman L. Camara
MRC Gambia (LSHTM) – Vaccine response



Ubaldo Bahemuka
MRC Uganda (BSMS) – HIV treatment



Grant Murewanhema
BRTI (LSHTM) – Fetal growth monitoring



N/a



Ed Monk
LSHTM – Streptococcus transmission



Lauren Hookham
BSMS – Gram resistance in pregnancy (GRAM)



Flora Dangwa
KCL – Palliative care



Peter Crook
CSGUL – Infectious Disease Prevalence

 Appointed in 2025

Medical Doctor

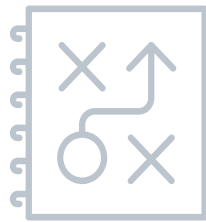
Nurse

Biomedical Scientist

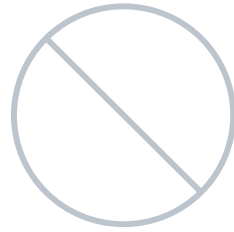
Current CREATE PhD programme fellows (4 of 4)

• Year four

2025 recruited UK fellows – matched with API fellows



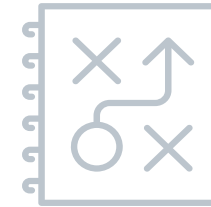
MRC Uganda
Pending



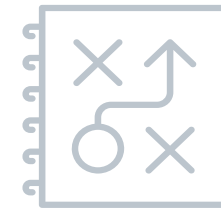
N/a



Jayjay Karumazondo
BRTI (LSHTM) – **Adolescent wellbeing**



MRC Gambia
Pending



Zambart
Pending



Gila Hale
LSHTM – **Nutrition and HIV**



Fiona Beckerlegge
LSHTM – **Disability-related feeding difficulties**

Medical Doctor



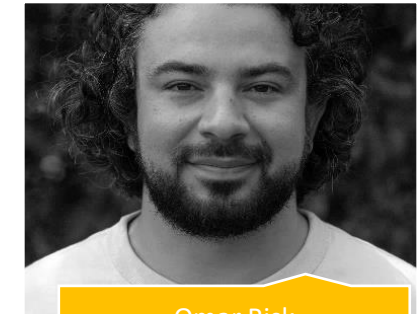
Sophie Kelly
LSHTM - **Epidermodysplasia Verruciformis**

Nurse/physiotherapist



Jack Goodall
LSHTM – **Respiratory viruses**

Social Scientist



Omar Risk
KCL - **Pre-eclampsia**

Programme Management Group & Leads



Prof Rashida Ferrand

Programme Director
LSHTM / BRTI



Prof Martin Antonio

Co-Director
MRC-Gambia



Prof Helen Ayles

Co-Director
Zambart
API Co-Lead



Ms Katherine Barrett

Programme Manager
LSHTM



Dr Marcello Scopazzini

Fellows Representative
LSHTM / Zambart



Dr Racheal Alinaitwe

Fellows Representative
Makerere University



Prof Katharina Kranzer

Co-Director
LSHTM / BRTI
API Lead
Monitoring Lead



Prof Gail Davey

Co-Director
BSMS
EDI Lead



Prof Richard Harding

Co-Director
KCL
NMAHP Lead



Dr Rosie Mayston

Co-Director
KCL



Prof Eyasu Makonnen Eshetu

Co-Director
CDT-Africa



Dr Sean Wasserman

Co-Director
CSGUL



Prof Abebaw Fekadu

Co-Director
CDT-Africa



Dr Femke Bannink Mbazzi

Co-Director
MRC-Uganda



Prof Andy Prendergast

Co-Director
QMUL / Zvitambo



Prof Martin Prince

Co-Director
KCL



Dr Kwame Shanaube

Co-Director
Zambart

Fellows representatives

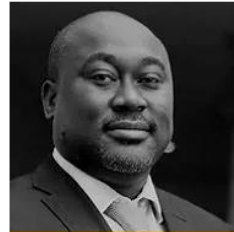
- This rotates every 2 years
- Currently we have Claire Norcross, Marcello Scopazzini and Racheal Alinaitwe as our reps
- Terms ending January 2026

Strategic Advisory Board



Dr Angela Obasi

Chair
LSTM



Prof Gordon Awandare

University of
Ghana



Dr Rachael Burke

LSHTM



Dr Tobias Chirwa

University of the
Witswatersrand



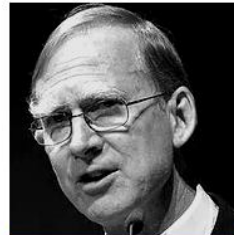
Dr Augustine Choko

Malawi Liverpool
Wellcome Trust Clinical
Research Programme /
LSHTM



Dr Delan Devakumar

UCL



Prof Anthony Harries

International Union
Against Tuberculosis
and Lung Disease



Prof Priscilla Harries

Kingston University



Prof Sally Singh

University of
Leicester.

How CREATE differs from previous programme(s):

- Defined six APIs with 5 UKIs
- Modified recruitment process
- API cohort
- Required joint API and UKI supervision
- Formal training & cohort activities
- Research culture and EDI focus
- Formal monitoring of fellows/impact
- 2-level programme oversight

Key Personnel: **IDENTIFY EARLY & REACH OUT**

- Programme Director: [Rashida Ferrand](#) @LSHTM @BRTI
- Programme Manager: [Katherine Barrett](#) @LSHTM
- Programme Coordinator: [Christina Albertsen](#) @LSHTM
- Administrator @ your institution
- Your Fellow's other Supervisors at UKI and API

Key Personnel: **IDENTIFY EARLY** and **REACH OUT**

- **Programme Management Board (PMG):** At least 1 co-director representing each Institution where you will be based
- **Training Leads:** [Constance Mackworth Young](#) @LSHTM @BRTI
- **Mentorship Leads:** [Andy Prendergast](#) @QMUL @Zvitambo
- **EDI Lead:** [Gail Davey](#) @BSMS
- **Africa Fellowships Leads:** [Helen Ayles](#) @LSHTM @Zambart & [Katharina Kranzer](#) @LSHTM @BRTI
- **NMAHP** (Nurses, Midwives, Allied Health Professionals) **Lead:** [Richard Harding](#) @KCL
- **Fellows Rep:** [Claire Norcross](#) @BSMS @MRCU, [Marcello Scopazzini](#) @LSHTM @Zambart, [Racheal Alinaitwe](#) @MRCU @KCL (will rotate in Jan 2026)

Research Culture

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

Research culture: *A culture that is creative, inclusive and honest*

Approach to improving Research culture

Diversity	Diverse professions, subject areas, socio-demographics, backgrounds
Interdisciplinarity	Multi and interdisciplinary projects
Cohort cohesion & collaborations	Your fellow's partner, their peers and their academic neighbours
Training	Not only "technical" skills - fellows must be teachers, mentors, supervisors
Mentorship & Support	Formal mentor available for each fellow (more slides on this later) Other avenues of support (beyond supervisor) e.g. PMG co-director
Accountability	Fellow's ownership of project; <i>"challenge what does not feel right"</i> To supervisors, Programme & Institutions From supervisors, Programme & Institutions
Environment	Bullying & Harassment pathways to reporting Metrics of "success" Healthy Supervision: <i>"Not Subordinate"</i>
Share best practice	Metrics and indicators, case studies, Collaboration with other programmes

What do we expect from your fellow?

- Their PhD:
 - Ethics, project & financial management, timely research conduct, upgrading, publications, thesis, HEI PHD requirements
- Training:
 - Mandated HEI training, courses requisite for research, DGHA, training activities where you are based
 - Training others: MSc supervision, support internships, clinical/other training to juniors
- Cohorting:
 - Quarterly CREATE Cohort meetings, Annual/biennial Fellows Meeting, DGHA
 - Other engagement: e.g. Mighty Networks,
- Citizenship:
 - Institutional roles (internal) e.g. committee memberships, + external representation + policy engagement
- Academic engagement:
 - Attend seminars. talks, build collaborations
- CREATE Programme
 - Ensuring Supervisors completion of mandated training, Annual log/monitoring, CREATE activities as above, **Feedback from you**

2. What does PhD supervision entail

- Supervisory role: what to expect from a supervisor

Dr Stan Taylor

UK Council for Graduate Education

- [Good-supervisory-practice-framework.pdf \(sharepoint.com\)](#)

“The role supervisors play in influencing candidates’ chances of completing on time, in determining the quality of their final outputs and, most crucially of all, in shaping their experiences as research students is a crucial one.”

Other key roles for supervisor

Keeping the research on track and monitoring progress

Motivating and supporting

Using supervision session to monitor progress

Formal progression events e.g. upgrading

Encouraging Candidates to Write and Giving Appropriate Feedback

Supporting the development of academic writing

Giving timely, constructive, and actionable feedback.

Supporting Candidates' Personal, Professional and Career Development

Acting in a pastoral capacity

Being a role model for work-life balance

Inducting fellows into disciplinary networks and activities

Information about academic career development

Supervisory Relationships with Co-Supervisors

Clarifying roles with co-supervisors and candidates at the start of the candidacy

Clarifying expectations of the project with co-supervisors and the candidate

Other key roles for supervisor

Supporting Candidates Through Completion and Final Examination

Working with candidates to finalise their submissions

Advising them on whether the thesis is likely to pass on the basis of their experience as an examiner

Roles in appointing examiners

Understanding of relevant policies and procedures and outcomes

Supporting candidates to prepare for the viva

Supporting Candidates to Disseminate their Research

Setting expectations at the start of the candidacy

Modelling the process of publication

Encouraging candidates to publish as they go

Co-publishing

Reflecting Upon and Enhancing Practice

Using an appropriate mix of methods for evaluating supervision

Undertaking initial and continuing professional development

Familiarity with the scholarly literature

Where appropriate, contributing to the professional development of other supervisors

How to get the best out of your fellow: your role

- This is THEIR PhD so you are jointly responsible for their supervision (supervisor expectations checklist?)
- Organise with your supervisee
 - Set supervision meetings
 - Document meetings and action items- send emails
 - Ask them to send you things to read
 - Nudge your supervisee if they have not responded (nicely!)
 - Ask for the things that they need or where they are unsure
 - Discuss where you feel they will need help- courses, trainings, additional advisory panel members etc etc
- Remember your supervisee is NOT your child!!!!

Supervisory meetings (frequency, format, content)

- Minimal expected (at LSHTM) monthly contact - many people arrange more frequent at some points in time
- Supervisors - at least 2 - one from UKI and one from API
- One will be primary supervisor and may meet more frequently with that supervisor, at certain times during PhD this may change - so while in Africa may meet more with API supervisor etc
- Advisory Panel/Committee additional supervisors with specific skills

What to do when problems arise?

- Discuss the problem with your fellow or other member of supervisory team if you can - record the discussion
- Discuss with your Department Research Degrees Coordinator (DRDC)/ Faculty Research Degrees Coordinator (FRDC) if you have not made progress with fellow. You can also discuss with a member of the CREATE team
- Signpost appropriate student services - advice and counselling available at LSHTM and similar in other institutions
- Most issues can be resolved!
- If the situation is truly irreconcilable or there are circumstances that make it impossible then alternative supervisors/advisors may be found

3. PhD Administration: PhD Rules and Regulations

- Will all be in research degrees handbook of your institution
- Full time PhDs – usually expected to complete within 4 years
(NB – ours are 3 year fellowships)
- Expected to work on PhD 40 hours/week
- Allowed to do up to 6 hours per week “other work”- clinical or teaching etc.
- Have set monitoring timepoints and processes depending on institution

Starting the Programme – registering for a PhD

Registration should begin as soon as a fellow has been offered their fellowship. Contact your admissions office and begin registration through the relevant portal / processes.

If you're not sure about who to contact – ask create-phd@lshtm.ac.uk

Registration at your **UK institution** may include providing:

- Your letter of appointment, if applicable (from Human Resources)
- Two academic references, if applicable
- **Award letter**, if applicable (from CREATE PhD Programme)
- **Fee waiver letter**, African fellows only (from CREATE PhD Programme)
- **Letter of sponsorship**, African fellows only (from CREATE PhD Programme)
- Providing an English Language requirement, if applicable

NB - Applicants who are a national of a majority English-speaking country or who have successfully completed an appropriate academic qualification (at least equivalent to a UK Bachelor's degree), which was taught in a majority English speaking country from the UKVI approved country list automatically meet our English Language requirements.

[See the UKVI's approved country list](#)

Starting the Programme – next steps

For **UK institution** registration, fellows should receive an **unconditional offer of admission**, as their firm offer to study.

Appointment as research fellow at African Institution (mainly for African fellows) may include:

- Appointment letter (through the Human Resources office)
 - Hours of work, stipend (if applicable), probationary period, acceptance; Terms and conditions of fellowship
- **Proposal document** (project bid document)
- **Budget** – finalized (for API budget, signed by API director and API fellowship co-leads)
- Additional terms and conditions of service
- Statute for Academic Staff
- Pension Information
- Other new starter information

Starting your Programme – next steps

Appointment as staff at UK institution (UK fellows only) may include:

- Appointment letter (through the Human Resources office)
 - Hours of work, salary, probationary period, acceptance; Terms and conditions of employment
- Job description
- Additional terms and conditions of service for school staff working overseas
- Statute for Academic Staff
- Pension Information
- Other new starter information

Starting the Programme – grant management & finances

Grant management

The main grant is managed via LSHTM (CREATE PhD Programme team)

A **subproject** is set up for each fellowship, either under the [Wellcome](#) project account or [African Partner Institution \(API\)](#) nominal account.

Subcontracts i.e. funding letters, are signed by the respective API and UKI for each fellowship (this is a fellow-based document separate to wider multiparty collaborative agreement signed by all 11 partner institutions)

Starting the Programme – grant management & finance

For each subproject (i.e. fellowships)

Fellows are the effective grant holder of their own fellowship

For Wellcome funds (UK fellows)

- Finalised budget has been approved as part of the Stage 2 application submission – please **monitor, otherwise no action required (unless their budget costs change)**
- Payments are made in arrears quarterly (non-LSHTM) to UKIs. UKIs subcontract to APIs.

For API funds (African fellows)

- Finalised budget is approved locally by API – **ensure this is signed off**
- Payments are sent in advance to API, on annual basis

Starting the Programme – grant management & finances

Reports

Wellcome funds

- Reports generated by research finance office at UK institution
- Fellows also register with the Wellcome Grant Tracker at outset of fellowship

API funds

- Signed stipend forms (at your API)
- Expenditure reports (6 monthly)
- Annual review by programme management of financial status of each fellowship (i.e. on track, any significant underspend/overspend)

Starting the Programme – grant management & finances

Fellows must:

Find and meet their UK and African partner institution (API) **grant management personnel**

Receive (ask) for **induction** into the UK and African institution's grant management and finances systems

- How is the budget managed (and by whom)
- Who authorizes payments
- How often is reporting required (and who inputs)
- What exactly do they need to do and when

Starting the Programme - administration

Inductions

As their line manager, it is important to ensure they receive:

- Institutional induction
- HR induction
- Transferable skills programme – institution specific
- Health and safety induction

Contracts and subcontracts

- Check on status of their contracts, including your main award letter and subcontract (for API) with your administrator at UKI

Starting your Programme - administration

Planning their first activities

Consider the administration needs you will have for early tasks (e.g. first scoping visit, ethical approval) such as:

- Visas / work permits
- Travel insurance
- Health and safety training
- Flight bookings
- Accommodation

And start as early as possible

Procurement at each institution will likely be different – contact your administrator to ask what the systems and processes are that you will need to follow

Starting your Programme - administration

Where to get help

As stated earlier, fellows should identify the following individuals early on and make contact:

- Administrators @ your institutions – finance, grant management, procurement (may all be the same person)
- Line manager @ your UKI and API institutions (likely to be you, as supervisor)
- Research Degrees Coordinators (department and faculty levels)
- Programme Director: [Rashida Ferrand](#) @LSHTM @BRTI
- Programme Manager: [Katherine Barrett](#) @LSHTM
- Programme Coordinator: [Christina Albertsen](#) @LSHTM

If you're ever unsure of where to start – email create-phd@lshtm.ac.uk

4.1 Digital Global Health Academy: Overview

- Training programme for ‘essential skills’ to be a research leader
- Modular, participatory programme
- To integrate into core doctoral training across institutions
- Rolling programme
- Across UKI & APIs

4.1 Digital Global Health Academy Structure

- Core content hosted on Open Study LSHTM
- Monthly online 1.5 hour sessions – each on a different topic. Some sessions have preparation/ pre-reading / follow up
- Total maximum hours per year 30 hours (across PhD 90 hours live + prep time)
- Largely led by one facilitator, but can be panels.
- Facilitators from diverse organisations/ disciplines/ backgrounds
- Participatory, made relevant to fellows' own PhD/ fellowship

4.1 Digital Global Health Academy Curriculum

Conducting research effectively	Enterprise and leadership	Contribution to society	Transforming research culture	Global health citizenship
Practicalities of fieldwork	Leadership	Community engagement	Equitable partnerships	Decolonising global health
Communication	Cross-disciplinary working	Research impact and policy influence	Ethics: beyond ethical approvals	Climate impact and global health research
How to build your network	Balancing clinical and academic careers	Intellectual property	Power dynamics	
	Grant applications		Teaching, supervising and mentoring	

**For more information,
please reach out to:**



DGHA Coordinator:

Constance Mackworth-Young

Constance.Mackworth-young1@lshtm.ac.uk



DGHA Support:

Christina Albertsen

Christina.albertsen1@lshtm.ac.uk

4. 2 Mentorship in CREATE

- Mentorship is an important component of the CREATE programme for all Fellows, together with positive research culture and the DGHA
 - Mentorship is defined as “objective guiding, helping and supporting”
 - (Not coaching, not counselling, not supervision)
- Distinct from supervisory pool
 - Safe and confidential space for discussion of research progress and career options, and another channel of communication and pastoral care
- Matched based on mentee needs
 - Clinical specialty, research discipline, etc

4.2 Mentorship

ICHG Mentorship Scheme

- All CREATE students are offered a matched mentor if they wish
- Using the established ICHG scheme since inception of CREATE
 - Provide a manual and mentorship tools
 - Offer an introductory meeting, pairing, and close-out meeting
- Individual mentees are responsible for *driving* the process
- Sign a mentorship agreement, agree on frequency of meetings
- Set goals with support of mentor
- The scheme emphasises the difference to supervision

For more information,
please reach out to:

Mentorship

Andy Prendergast



Mentorship Lead

Andy Prendergast

a.Prendergast@qmul.ac.uk

ICHG Lead

Delan Devakumar

d.Devakumar@ucl.ac.uk

5. Formal PhD Milestones

Will vary depending on the Institution you are registered at

- **Upgrading**
- Progress Report at defined time points
- Checkpoints meetings at defined timepoints e.g. meeting with a DRDC
- Submission of thesis
- Viva
- Supervisory Meetings (monthly at least)

Programme monitoring

- We ask fellows to complete an annual log- a summary will be prepared from this log to check on fellows' progress
- The log also allows us to monitor the progress and impact of the programme

CREATE Progress log

Progress with ethics, data collection

Supervision and mentorship

Training

Clinical activities

Teaching/Talks you deliver

Other roles

Participation in meetings

Citizenship roles

Internal citizenship roles

CREATE Progress log

Conference attendance

Participation in meetings

New Collaborations

Publications (academic papers, reports)

Public & community engagement and dissemination activities

Other grant funding applications

Impact

Success

Other information

Follow-up:

Please feel welcome to send questions for the presenters afterwards via create-phd@lshtm.ac.uk

Thank you to all the new supervisors and to the fellows

We look forward to a great and challenging first academic year on the CREATE PhD Programme, with many lessons to come!