**Call for Equality, Diversity & Inclusion Champion (0.4FTE)**

**Deadline: Friday 3 March 2023**

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| Applications are invited from King’s College London/King’s Health Partners Trusts’ staff for an Equality, Diversity & Inclusion Champion for the NIHR Maudsley Biomedical Research Centre (BRC). The role will actively support the mainstreaming of diversity and inclusion initiatives across the BRC and be an advocate for positive change.  **Applications to:** [maudsley-brc-director@kcl.ac.uk](mailto:maudsley-brc-director@kcl.ac.uk) |

The post holder will be a member of the BRC Board and will liaise with BRC Theme and Programme Leads to formulate a new EDI strategy for the fourth term of NIHR Maudsley BRC funding (01 December 2022 - 30 November 2027). The EDI strategy will align with external (NIHR) and internal (King’s College London and South London and Maudsley NHS Foundation Trust) EDI policy frameworks and seek to foster an inclusive environment, engage the talents and energy of diverse people in all areas of our programmes of work, improve the relevance and quality of BRC research, and support the dissemination and translation of an EDI culture into clinical practice.

This is a 0.4 FTE fixed-term post designated to sit alongside the successful candidate’s substantive contract with their employer. As BRC EDI Research Champion you will be a member of the NIHR Faculty and as such, eligible to apply for central NIHR career development opportunities.

**Specific responsibilities:**

* Formulate an EDI strategy for the fourth cycle of NIHR Maudsley BRC funding in consultation with the NIHR Maudsley BRC Director, staff, students and service user representatives, articulating short-, medium-, and long-term goals. The strategy to be approved by the BRC Board prior to submission to the NIHR Central Commissioning Facility; publicised on the BRC website by 1 June 2023; and regularly updated by an iterative process thereafter.
* Ensure that NIHR Maudsley BRC initiatives are appropriately aligned with King’s College London and South London and Maudsley’s equality, diversity and inclusion agenda by attending and contributing to the BRC Board, IoPPN Culture, Equality, Diversity and Inclusion (CEDI) Committee and South London and Maudsley Building Race Equity and Diversity (BREaD) in Research Network meetings.
* Provide leadership of the BRC Race and Ethnicity Advisory (READ) Group - which offers support to researchers in improving diversity and inclusivity in their projects as well as giving a voice to group members who are from diverse cultural backgrounds.
* Help identify, promote and where appropriate, lead the organisation of diversity and

inclusion events and initiatives, including the coordination of BRC Youth Awards, which aim to encourage young people (aged 15-18) from schools in the local area to stay in science and maths education and go on to study these subjects at university.

* Help to embed behaviours that create transparent admissions practices for students, supporting students from non-traditional and underrepresented backgrounds progress into higher education.
* Help identify the need for training or support within the NIHR Maudsley BRC, for staff and students, and attend training and development sessions relevant to the role.
* Represent the BRC at local and national diversity and inclusion fora, networks and meetings, for example NIHR's EDI meetings and workshops.
* Ensure that sensitive staff information is managed in accordance with legal requirements and current Data Protection legislation.

**ELIGIBILITY**

Applications invited from employees of King’s College London or a King’s Health Partners NHS Trust (and holding an honorary contract with King’s College London) at King’s College London Grade 6-8 or equivalent NHS band working in the field of mental health/ neuroscience.

**COMPETENCIES & SKILLS**

* Highly motivated, dynamic, enthusiastic, and creative.
* Outstanding communication, interpersonal and diplomacy skills.
* Flair for building relationships and influencing others.
* Good organisation and project management skills.
* Knowledge of equality, diversity and inclusion.
* Impartiality, fairness and the ability to respect confidence.
* Good leadership and people management skills.

**APPLICATION & SELECTION PROCESS**

Please complete the application form below and send together with a copy of your CV to [maudsley-brc-director@kcl.ac.uk](mailto:maudsley-brc-director@kcl.ac.uk) by Friday 3 March 2023. Informal queries can be directed to [matthew.hotopf@kcl.ac.uk](mailto:matthew.hotopf@kcl.ac.uk). Applications will be short-listed, based on relevant expertise/ experience and demonstrable evidence of the above- mentioned skills and competencies and skills.

**BACKGROUND**

Please visit [www.maudsleybrc.nihr.ac.uk/](file:///C:\Users\k1770215\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\X9T02605\www.maudsleybrc.nihr.ac.uk\) to review our new research themes and strategy.

**Application Form**

1. **Personal Information**

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| **Name:** |  |
| **Job title** |  |
| **KCL Grade /NHS Band:** |  |
| **Division / Department:** |  |
| **Faculty / Directorate:** |  |
| **Contact details**  **(Tel. and email):** |  |
| **Line Manager/Sponsor**  **(name and email):** |  |
| **Departmental Business Manager (name and email)** |  |
| **Do you consider yourself:** | Professional Services  Academic Services |

1. **Employment information**

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| **I am employed at one of the following organisation:**  **King’s College London**  **SLaM**  **King’s College Hospital NHS Foundation Trust**  **Guy’s and St Thomas’ NHS Foundation Trust**  **I am on employed on a full time**  Open ended contract  \*Fixed term contract  \*Please insert contract end date: \_\_\_\_\_\_\_\_\_  **I hold an Honorary Contract with King’s College London**  \*Yes  No  Not applicable  \*Please insert contract end date: \_\_\_\_\_\_\_\_\_ |

1. **Please explain why you are interested in applying for this role** *(Maximum 300 words)*

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1. **Please outline your research interests and future career aspirations and how you anticipate the role of NIHR BRC Champion will tie in with these.** *(Maximum 300 words)*

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1. **Please explain what value (e.g., knowledge, skills, expertise, experience, competencies) you would bring to the role.**  *(Maximum 300 words)*

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1. **Please highlight previous experience relevant to the role.** (*Maximum 300 words)*

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1. **REFEREES**

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| **REFEREE 1** |  |
| **Name:** | **Job title:** |
| **Organisation:**  **Department:** | **Faculty:** |
| **Telephone:** | **Email:** |
| **REFEREE 2** |  |
| **Name:** | **Job title:** |
| **Organisation:**  **Department:** | **Faculty:** |
| **Telephone:** | **Email:** |

1. **SIGNATORIES**

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| **Signed: Date:**  ***Your signature above indicates that to the best of your knowledge, the information provided is an accurate reflection of the truth.*** |
| **KCL Divisional/Departmental Business Manager**  **Name:**    **Title:**  **Signature:**  **Date:** |
| **KCL Head of Department/Head of School**  **Name:**  **Title:**  **Signature:**  **Date:** |
| **NHS Trust Head of Department/Business Manager (If employed through KHP NHS Trust)**  **Name:**  **Title:**  **Signature:**  **Date:** |

Please send the completed application form and a copy of your CV to [maudsley-brc-director@kcl.ac.uk](mailto:maudsley-brc-director@kcl.ac.uk) by **3 March 2023.**