

**Research Associate (R&D Service Innovator)
The Digital Health & Care Innovation Centre (DHI)
Moray Rural Centre of Excellence
Fixed term until March 2024**

Background and Purpose

The Digital Health & Care Innovation Centre (DHI) is a leading centre for creative collaboration that focuses on improving the delivery of healthcare in Scotland.

The DHI is one of seven Innovation Centres funded by the Scottish Funding Council, which support transformational collaboration between universities and business. A partnership between The Glasgow School of Art (GSA) and The University of Strathclyde, the DHI is uniquely placed to create networks connecting academics with designers, healthcare providers, charities and other key stakeholders.

Researchers at The Innovation School work on developing new service models, delivery pathways and digital solutions that could change the way healthcare is delivered in Scotland. The School's excellence in teaching and supporting participatory design provides the foundation for diverse projects based on real-life experiences, which use co-design methods to identify opportunities for future improvement. At the Innovation School, the DHI promotes the use of design methodologies to develop innovative concepts for the future of digital health and care.

The successful candidate will support the [DHI's Moray Rural Centre of Excellence](#), a significant programme of work with a high national profile funded by the Moray Growth Deal. Some travel will be expected as the Digital Health and Care Innovation centre has a national remit. Working arrangements will be flexed to address requirements relating to the pandemic. As part of a dynamic team of academic and industry experts, you will play a vital role in delivering world-class innovation research.

Design Innovation

The Glasgow School of Art is leading the development of a new area of Design called 'Design Innovation'. Design Innovation means both innovation *through* design and innovation *of* design, with the aim of generating sustainable social, cultural, and economic growth in Scotland. Design Innovation is a way of structuring group creativity towards valuable outcomes using design practices.

With organisations, we use this approach to support enabling & embedding innovation capacity. Design Innovation can act as a guide for industry to rethink an aspect of the business model, to define new products and services or explore new markets. This creative practice allows us to view issues from a variety of angles, considering the economic, socio-cultural and behavioural factors that play into successful innovation.

We believe that for innovation to be sustainable, it needs to evolve through direct engagement with the people for whom it is designed. We are experts in creatively directing an inclusive and iterative process, working with people to develop and prototype ideas that lead to robust solutions and valuable outcomes.

The Role

GSA is a core partner in the DHI and the R&D Service Innovator while hosted at GSA works as part of the DHI.

Job Title Research Associate (R&D Service Innovator)
Location GSA Innovation School (DHI) - Moray (Elgin/ Forres)
Reports to Design Director, DHI

Purpose

To make a significant contribution to the direction and development of research in the Digital Health & Care Innovation Centre and Innovation School, to help achieve a strong and sustainable research base from which to generate research knowledge and the potential for knowledge exchange. To contribute to the successful delivery of the Moray Rural Centre of Excellence programme of work for DHI including commercial simulations and Living Labs.

Key liaisons Design Director, DHI
 Staff, DHI
 Staff, Innovation School
 Research & Graduate School Office
 NHS
 The Scottish Government
 Moray Health & Social Care Partnership
 Businesses, Services and Communities

Key Accountabilities

The Research Associate (R&D Service Innovator) will support the development and delivery of service innovation. The successful candidate will have a comprehensive understanding and experience of participatory design approaches together with co-design engagement and workshops to illicit and generate service innovation within the health and care sector, and is integral to project delivery.

Strategic

- Work as part of an inter-disciplinary and distributed team to deliver strategic DHI projects.
- Contribute to pedagogical research and research-teaching linkages in relation to DHI and the Innovation School.
- Contribute to high quality research at a national and international level.
- Contribute to GSA's research and teaching culture, maximising opportunities for cross-institute and inter-institutional research activity and growth by working with others to achieve high quality research and teaching outcomes.

Operational

- Support the successful planning and delivery of the projects in the DHI health & care innovation portfolio, employing participatory design methodologies and co-design engagement.
- Observe ethical research procedures.
- Work with the DHI team to monitor project progress and handle any issues that arise.
- Create and maintain comprehensive project documentation.
- Participate in meetings as appropriate and prepare documentation as requested.
- Attend external events appropriate to the research being conducted.
- Support the successful dissemination of project outcomes.
- Participate in the Career Review process and undertake relevant staff development.
- Undertake Health and Safety duties and responsibilities appropriate to the post.
- Manage data securely according to ethical procedures and data protection law.
- Implement and promote the Equal Opportunities policy.
- Undertake any administrative or other duties as may be deemed appropriate by the Design Director.

Key Challenges

- To deliver high-quality outcomes for the Moray Rural Centre of Excellence programme of work for DHI through the successful delivery of commercial Simulations, Living Labs and associated research.
- To deliver a high-quality contribution to the research themes of the Innovation School and strategic priorities of the DHI.
- To further pedagogical practice in the field of Design Innovation through research and project-based learning.
- To work within the project timetable and deadlines and budgets.
- To contribute to the development of national and international Design Innovation practice and outputs, thereby attracting external support and collaboration (such as with industry, third and or public sector.)
- Maintain awareness of recent developments in Design Innovation and the use of design driven technology in health and care.

Background experience/ qualifications

- A post-graduate degree level qualification in design, technology, or arts and humanities.
- Experience of practice-led design innovation;
- Experience of working with industry or public service;
- Experience of business environments;
- Knowledge of creativity, design and innovation theory;
- Proven design innovation practice.

Person Specification

- An awareness of current and emerging technologies relevant to the health and care sector.
- A high-level understanding of design driven methods such as Agile, SCRUM and Kanban, that can be used to define and deliver digital solutions.
- A high level of motivation with good interpersonal skills.
- Ability to use a range of delivery techniques to enthuse and engage.
- Strong relational skills to conduct research with participants around sensitive or personal topics.
- Ability to work individually and as part of a team to agreed objectives, and to tight deadlines.
- Able to source and synthesise data from a variety of sources as appropriate.
- Proven analytical and organisational skills.
- Proven design skills.
- Proven communication skills, able to communicate concepts to a wide range of stakeholders.
- IT skills including word processing and presentation.
- Strong team-working and collaboration skills.
- Adaptability and ability to adjust to the needs of a changing environment.
- Professional attitude, planning and co-ordination skills.
- Commitment to equal opportunities and widening participation.

Terms and Conditions

Contract: Fixed Term until March 2024

Probation Period

It is recognised that there is an inevitable “settling in” period in any post. The probationary period is therefore an opportunity for the employee to fit within the culture of the School. It should be determined during this time whether the job is in line with expectations as expressed in pre-appointment discussions and interview and as set out in the Job description. Probation period for this post is 3 months.

Staff Development

A minimum of five days is guaranteed under HE2000 terms and conditions. However, the School is committed to encouraging staff development for all its employees, which is to the benefit of the individual as well as the Institution as a whole.

Activity Plan

Duties and pattern of working will be set out in an Activity Plan. The plan will include: jointly agreed objectives including milestones and outcomes and an appropriate balance of teaching, research, consultancy, scholarly activity, personal development and other possible activities within the duties of an academic.

Salary: Grade 6 £30,434 - £35,256 per annum

Hours: 35 per week

Holidays: 35 days plus 11 public and statutory holidays per annum

Pension: Option to join the Scottish Teachers' Superannuation Scheme

Notice Period: 1 month

Links to more information:

GSA; <http://www.gsa.ac.uk/>

Innovation School; <https://www.gsainnovationschool.co.uk/about/school-philosophy;>

RADAR; <https://radar.gsa.ac.uk;>

Innovation School Reports Repository; <https://futurehealthandwellbeing.org>

DHI; <https://www.dhi-scotland.com/>