UNVEILING CAREERS AT THE INTERFACE OF ACADEMIA & POLICY

A guide to exploring career opportunities at the intersections of medical, health and social sciences.

**By Interns
Megan Boreham
and Cara Exall**

September 2020

UNIVERSITY OF OXFORD

CAREERS service

Contents

Introduction

This guide is about careers straddling social and health governance and service delivery at national and international levels, including areas such as health technology, social policy and clinical work. Such careers contribute to improving the health and wellbeing of a population through developing systems that protect people's health from environmental or human emergencies, helping people improve their own health, and ensuring health service delivery and effectiveness. Some key issues in the field at the moment are dementia, mental health and pandemic preparedness.

The aim of this report is to identify the types of roles and organisations working at the interface between health and social policy and intervention, demonstrating the diversity of backgrounds within the field, and provide advice to those wishing to pursue such careers. We have done this by providing a series of case studies on people, projects and organisations active in the field, as well as a series of interviews with researchers in public health and policy at the University of Oxford. We hope you find this report useful and it provides a stepping stone to those looking to explore potential careers.

Steps for Identifying Career Opportunities

These steps proved useful in discovering the information set out in the rest of the Guide:

- Begin with using departmental websites to identify areas of interest, with the aim of looking at departments that you believe work in a collaborative manner.
    - For researches with a social science background some examples may be:

        https://www.oxfordmartin.ox.ac.uk/

        https://www.politics.ox.ac.uk/

        https://www.spi.ox.ac.uk/home.html

        https://www.anthro.ox.ac.uk/home

    - For researchers with a medical science background some examples may be:

        https://www.ndm.ox.ac.uk

        https://www.tropicalmedicine.ox.ac.uk

        https://www.ndph.ox.ac.uk

        https://www.psy.ox.ac.uk

        https://www.wrh.ox.ac.uk

        https://www.ndcn.ox.ac.uk

        https://www.medsci.ox.ac.uk

- Browsing through the News page of a departmental website is a good way to find areas of interest. If there are no obvious headlines related to your interests begin to type key terms into the website's search bar.
    - E.g. Typing 'health' into the School of Anthropology's website produces 212 results from which you can identify key headlines of interest.
    - If you have more specific interests within your chosen field then be more selective in your choice of keyword/s, eg 'maternal health' or 'malnutrition' will produce more tailored search results.
- Once you have identified some interesting articles, these will normally detail projects that are current underway at the University, often in collaboration with partner organisations that intersect the worlds of policy, business, and health.
- Begin by identifying the senior researchers on these projects – these are normally listed within the article – and find their departmental pages. From these pages, you can usually gather information about their backgrounds and experiences. LinkedIn is also a useful resource at this stage, as the senior researchers may be involved in projects outside of those listed on their departmental page, alongside their work for the university.

- When looking at profiles, try not to become overwhelmed! Senior researchers are often involved in many large-scale impressive collaborations, meaning their profiles can become quite daunting.
- To look at profiles of those at a more junior stage of their career (in the same area) you can see if the senior researcher has lists of their previous and current students on their profile.
  - This isn't always the easiest approach, as some researchers will not have this information on their departmental page, especially if they are a PI of a large group which takes on a high number of doctoral students.
- Many previous students will now be working as post-doc researchers in similar fields or may have moved into other industries and taken up roles in industry or governance.
- Looking at the researcher's current PhD students can be a good idea to see what people in the area do to develop their career at the early stages.
  - Contact these early career researchers via email, LinkedIn, or even Twitter.
  - It's a good idea to look at the profiles of the individual on all social media platforms to see which ones they are most engaged with to maximise your chance of getting a reply.
  - Whilst the 300-character limit of the 'cold' contact request message system on LinkedIn can be off-putting, it is an easy way to connect with people in the field. Try writing a message that includes a hook to explain why you're interested in speaking to them and that you are aware of the work they are doing in the field. For an example of a LinkedIn contact message, see the template below.
    - *Hi [Name], I would love to connect to be able to ask you some questions about your career and present role. I'm currently interning / working / studying at [place], where I am [outline your interest].*
  - If possible, mention some mutual connections you may have, and be complimentary about their work!
- It is also a good idea to look at the partner organisations these researchers have worked with as these often have stronger links to policy and governance than the individual themselves, and can demonstrate the range of roles available at the intersect between health and policy.
  - Some organisations may even have graduate schemes for those not wishing to pursue further study; see the resource list below for a good place to start.

For students with a social science background wishing to work in the field of health and policy, it is worth looking at the roles in these organisations in communication, investment, and public engagement. Similarly, students from medical science backgrounds should not automatically discount these roles, as your studies should have allowed you to build a strong set of transferable key skills that you can apply in roles outside of research. Once in an organisation there can be a greater opportunity for progression into other roles, leading to increased fluidity between the roles you can apply for, both within and outside of the organisation.

Key used to demonstrate results of this review

Public Health and Policy Area:

■ Health Technology

■ Health Education

■ Social Policy

■ International Development

■ Service Delivery

■ Clinical Work

Background:

■ Medical Sciences

■ Clinically Qualified

■ Social Sciences

■ Generalist

■ Graduate Entry Level

Opportunities in the Sector

Careers in public health and policy provide a diverse range of opportunities, with the type of work undertaken in this sector including research, logistics management, public engagement, fundraising and medical roles. What is notable about the sector is the overlap within it between academia, business and governance. Many of the academics we interviewed noted the importance of being in touch with the practical implications of one's work, and the opportunity for research in the sector to have real impact. Looking at our Career Profiles we see that many academics have roles advising international and national governments, as well as having substantial influence over NGO policies.

For this report we conducted 6 case studies that collectively cover 24 career and project profiles plus12 partner organisations with interesting job opportunities. To do this we identified academics at the University of Oxford working in the sector to complete career profiles on, summarised one of their projects and the career opportunities within this, and then profiled partner organisations on these projects. In this section, we will outline our key findings.
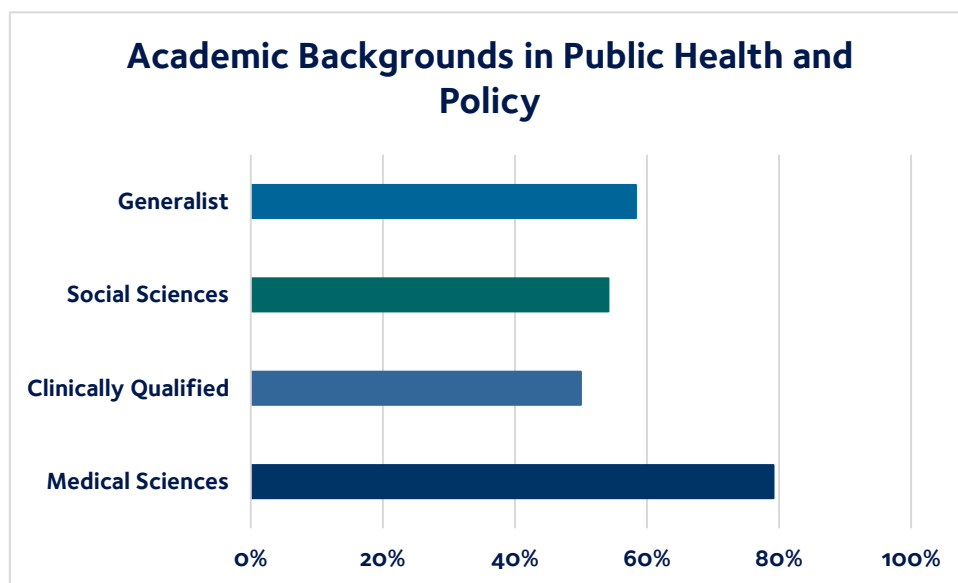
Firstly, we identified 6 key areas in which work is being done in the sector: Health Technology, Health Education, Social Policy, International Development, Service Delivery and Clinical Work. This is by no means an exhaustive list, with many of our Career Profiles also touching on areas such as health security and pandemic preparedness, but is a good indicator of the areas in the sector. The graph below shows the percentage of our cases (career profiles, projects and partner organisations) that demonstrate opportunities in each of these public health and policy areas:

Opportunities % in Public Health and Policy Areas
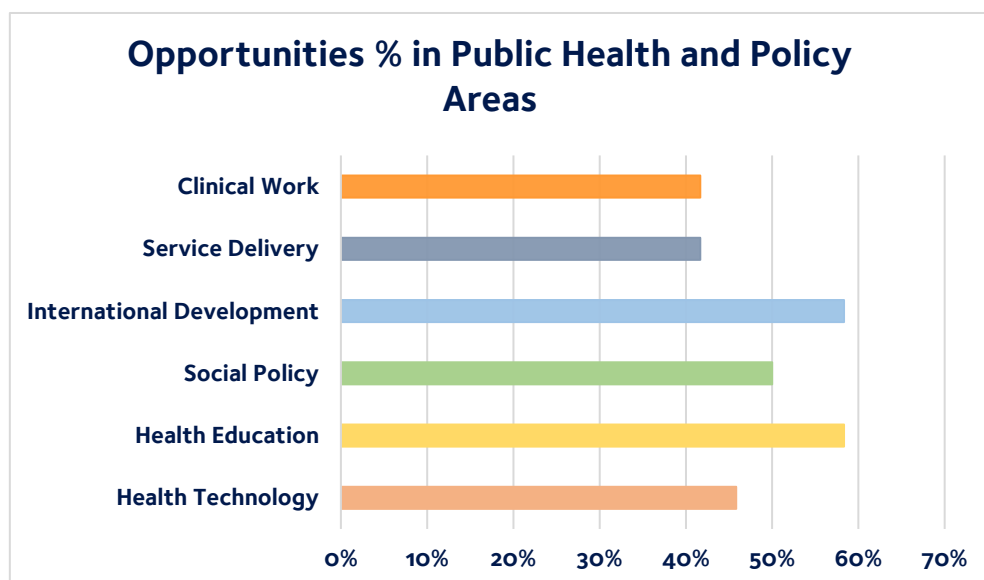
This shows the most common areas of opportunity in our study were International Development (58%) and Health Education (58%), but all areas demonstrated opportunities in at least 40% of our cases. Many of our cases were at the intersection of several of these

areas, which is significant in showing the interconnectivity and transience between different areas of public health and policy. In fact, 3 of our case studies showed opportunities in all the above areas.

Secondly, the sector is marked by a diversity of backgrounds and skillsets. Opportunities for those with medical sciences background very common. However, there are also significant and growing opportunities for those with social science or more generalist backgrounds. When asked what skills or expertise there needed to be more of in the field, the academics we spoke to highlighted the need to make research more accessible to policymakers and to develop the sector's interdisciplinarity. One academic suggested this could be achieved through research by social scientists trained in methods outside of statistics. The graph below demonstrates the percentage of opportunities of those from different academic backgrounds we found in our case studies:

Academic Backgrounds in Public Health and Policy

Background	
Generalist	~58%
Social Sciences	~54%
Clinically Qualified	~50%
Medical Sciences	~79%

Whilst it is likely this graph misrepresents the proportion of opportunities available for clinically qualified individuals in public health and policy, as our research focused away from clinical work into more interdisciplinary opportunities, it shows that not being a clinically qualified professional does not necessarily limit one's opportunities in the sector. Equally, there are many opportunities for individuals with a medical sciences background who are not clinically qualified to begin careers in public health and policy. One project outlined below that fell heavily within the 'Health technology' and 'Health education' categories was even advertising DPhil positions which were open to applicants with or without medical qualifications. From our case studies, it is apparent that clinical training is not a requirement for working in an interdisciplinary manner, and nor does it restrict your movement within the intersect between health and policy.

Thirdly, there is a surprising number of opportunities for undergraduates and postgraduates in the sector, without the need for further study. In all our career profiles, the academics have either completed or are currently undertaking a PhD in the field. However, profiling the projects and partner organisations, we found a number of opportunities for graduate

entry level opportunities, including junior research, investment, communications and human resources positions. Two of our case studies (Future of Humanity Institute and Wellcome Trust) even showed opportunities for undergraduates interested in the field to complete a summer internship at the organisation. The percentage of the 18 organisations we profiled (including projects and partner organisations) with graduate entry level opportunities is shown below:
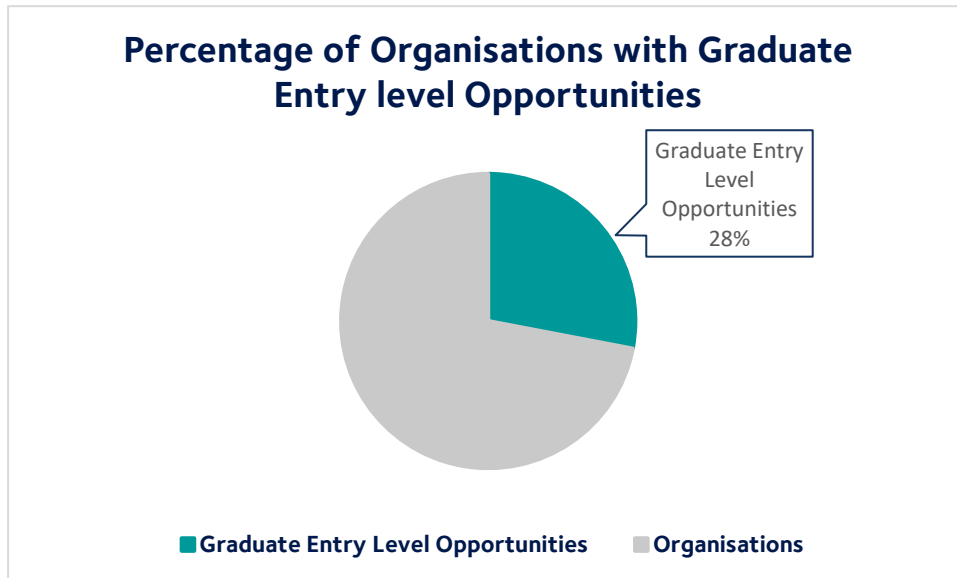
We expect there to also be further opportunities for those not pursuing postgraduate study that were not advertised at the time of writing, particularly amongst smaller organisations.

Lastly, the types of organisations involved in our projects ranged vastly, involving National Government Organisations, NGOs, universities, private foundations and various companies from business and industry. One of the most common listed partners was The Wellcome Trust, who funding half of the projects we profiled. This may be because the Trust can become involved in funding initiatives at several levels, such as donating directly to the project itself, or funding a PhD student to complete work within the project. NGOs tended to be more involved with the service delivery and international development of projects, although this may be because we mainly profiled international NGOs as opposed to those based in the UK.

Career Profile: Prof. Mike English

Profile Codes:

Mike trained as a paediatric doctor in the UK, and is Professor of International Child Health now based at the Oxford Centre for Global Health Research. His work is centred primarily around child and newborn health, predominately improving care in African District Hospitals. Whilst Mike's training was in clinical medicine, he regularly draws on methods from Implementation Science, Organisational Research, Anthropology, Human Centred Design & Epidemiology bringing these together to foster learning to improve health systems.

Mike worked as part of the KEMRI-Wellcome Trust Research Programme in Kenya for 25 years where he established the Health Services Unit in collaboration with the Ministry of Health and a wide set of national collaborators. He initiated the Clinical Information Network now spanning 23 hospitals in Kenya that supports research on large scale change and technology adoption, on how international partners and Kenyan hospitals have responded to the COVID pandemic and on strategies to strengthen human resources for health capacity. He developed a clinical training intervention (ETAT+) 15 years ago now used globally and has worked with colleagues to transform this using virtual reality delivered by smartphones (see below). In Oxford he now leads the Health Systems Collaborative, a network of researchers focused on strengthening Health Systems Research in low- and middle-income countries to help in the achievement of the new UN Sustainable Development Goals.

Mike's international collaborators include the WHO but he works closely with health care providers to understand their challenges and to date he has supervised 18 African PhD students. The multi-disciplinary nature of his work is perhaps best reflected by the backgrounds of the senior team he now works with which includes 4 social scientists, 4 post-doctoral clinical researchers, a statistician and a senior specialist in health informatics.

Relevant Links:

https://www.ndm.ox.ac.uk/team/mike-english

https://www.tropicalmedicine.ox.ac.uk/team/mike-english

https://oxlifeproject.org

https://innovation.ox.ac.uk/news/vr-medical-training-enabled-oxford-uni-backed-life-app/

https://www.tropicalmedicine.ox.ac.uk/research/kwtrp

https://www.hgsscommission.org

https://www.ndm.ox.ac.uk/study/dphil-projects?project=how-are-staff-and-patient-roles-affected-by-introduction-of-new-technologies-and-changes-in-workforce-numbers-in-kenyan-hospitals-and-how-do-these-factors-influence-technology-adoption

Project: Harnessing Innovations in Global Health to Improve Quality of Care (HIGH-Q)

HIGH-Q is a highly multidisciplinary project which is funded by the National Institute for Health Research (NIHR), and builds on the previous work of the Health Services that Deliver for Newborns (HSDN) project in Kenya. The project has two broad objectives; firstly to learn how technologies can be better designed and introduced in weak health systems to yield benefits and reduce harms and waste, and secondly to build capacity of government and researchers for these difficult but important evaluations so they help poorer countries strengthen their health systems. The work will include the evaluation of the implementation of technologies in Kenyan hospitals, including how this affects nurses' and families' experiences, how enhancing nurse staffing may influence all these important aspects of quality, and how human centred design may help the development of better technologies and the governance of technology introduction.

This project will also link with the work of two other projects in Kenya: the Kenyan Clinical Information Network (CIN) that links 22 hospitals as an example of a low cost 'learning health system' to support quality improvement and conduct observational and interventional research; and the Strategy to Optimise Neonatal Inpatient Care (SONIC) that is exploring large scale change efforts and outcomes from survival, quality and safety of care, staff wellbeing to families' experiences.

Roles within the project: Although formally led by two academic paediatricians, one in Oxford (ME) and one in Kenya, the senior project team spans two departments and includes four Oxford professors in social science in health, two Oxford specialists in digital health and technology adoption, and from Kenya three post-doctoral researchers bringing expertise in health services research, social science and human resources for health.

Partner Organisation: Médicins San Frontières (Doctors Without Borders)

Doctors Without Borders is an NGO that work across emergency logistics, policy and advocacy, research, and long-term local projects to improve healthcare delivery in a range of countries, specifically those in crisis. Across their projects they help over 1 million individuals per year by sending an average of 2,500 volunteers abroad each year. There are multiple ways to become involved with the UK MSF branch, meaning people from many educational backgrounds can volunteer – there's no requirement to be clinically trained!

Roles in the organisation:

- Medical – require clinical training: midwife, mental health officer, microbiologist, epidemiologist, biomedical scientist
- Policy and advocacy: humanitarian affairs officer, advocacy manager.
- Public affairs
- HR
- Fundraising

Partner Organisation: Kenya Paediatric Association

The Kenya Paediatric Association is a non-profit association comprised of primarily Kenyan paediatricians, but also researchers, paediatricians in training and other associated health workers. The organisation is committed to providing professional excellence and quality service delivery to children within Kenya. To achieve this, members receive professional support and are encouraged to share clinical information that will enable health officials to handle emerging children's diseases. Through this effort, the organisation's key mission is to be the leader in comprehensive child healthcare delivery through the promotion of the best practice in paediatrics training, research, policy formation and capacity building of members.

It is a relatively small NGO, with under 50 employees and 10 board members.

Roles in the organisation:

- Secretary
- Treasurer
- Program Officer
- Assistant Director
- Clinical Manager
- Data Clerk
- Program Manager

Career Profile: Dr Shobhana Nagraj

Profile Codes:

Shobhana is currently studying for a DPhil at the University of Oxford, working on a project that involves adopting a life-course approach to women's health and the prevention of non-communicable diseases. She originally trained as a paediatric surgeon after studying for her MBBS at UCL, followed by a MPhil in Primary Care Research at the University of Cambridge, where she conducted research on health services. Interestingly, she undertook an intercalated degree in Medical Anthropology whilst studying medicine. After becoming interested in global maternal child health she chose to pursue a DPhil in Women's & Reproductive Health, becoming an MRC Clinical Research Fellow at The George Institute for Global Health, based in Oxford. Her DPhil research looks specifically at early screening and detection of gestational diabetes and hypertension, and subsequent cardiovascular risk in women with high-risk pregnancies in rural India. Throughout her career, working both clinically and as a medical educator, Shobhana has worked closely with rural healthcare workers in countries such as India and Malawi. It was working in Malawi after completing her surgical training that she first experienced the importance of social determinants of health and prompted her to re-train as an academic primary care physician upon her return to the UK. Whilst completing her studies, Shobhana also works on the LIFE project as an educational research consultant, alongside Professor Niall Winters, where she conducts educational research on the effectiveness of the LIFE project in Kenya.

Relevant Links:

https://www.wrh.ox.ac.uk/team/shobhana-nagraj

https://www.georgeinstitute.org/people/shobhana-nagraj

https://www.georgeinstitute.org/profiles/shobhana-nagraj-international-womens-day2019-profile

https://www.georgeinstitute.org/profiles/dr-shobhana-nagraj-improving-and-empoweringrural-health

https://www.georgeinstitute.org/projects/systematic-medical-appraisal-referral-andtreatment-smart-health

Project: SMARThealth Pregnancy

The SMARThealth Pregnancy programme was developed as a collaboration between the Nuffield Department of Women's & Reproductive Health and The George Institute for Global Health, to help reduce the number of women who die from heart disease, stroke and complications of diabetes in low -resource settings, such as in parts of rural India. This reduction is incredibly important in order to reduce maternal deaths in line with the UN's Sustainable Development Goals. The aim of the programme is to help community workers better identify women at risk and manage their healthcare to reduce the number of premature deaths. The programme uses smartphone technology to help support clinical decisions made by community health workers based in rural India, since these are the healthcare professionals who provide the main link to pregnant woman, given the shortage of doctors. The SMARThealth (The Systematic Medical Appraisal, Referral and Treatment) platform is a previously validated clinical decision support system that was already in use in rural India, screening for mental health disorders, diabetes and tuberculosis. Shobhana is currently working on adapting the system to integrate evidence based national and international guidelines on screening for high-risk pregnancies during routine antenatal and postnatal care visits. Her work is funded by the Medical Research Council, which is part of the UK Research and Innovation: an organisation that operates across the whole of the UK, bringing together seven research councils, Innovate UK and Research England.

Roles within the project:

- Project Lead for pilot study of SMARThealth Pregnancy.

Partner Organisation: UKRI

UK Research and Innovation works in partnership with universities, businesses, charities, research organisations and government to create the best environment for research to flourish. They bring together the 7 research councils that oversee academia in the UK, including MRC and ESRC, alongside Innovate UK and Research England creating a combined budget of over £8 billion per year. The UKRI funding team is responsible of reviewing grant proposals and allocating funds to a range of projects and research positions. Other departments include; policy and standards, HR, education, and public engagement. They also have a dedicated Policy Internship Scheme that allows doctoral students on research council funded programs to work for 3 months in one of a selected group of highly influential policy organisations.

Roles within the project:

- Funding Officer
- Grants Director
- Analyst
- Public Engagement Lead
- Impact and Performance Manager

Profile Codes:

Career Profile: Prof. Sarah Walker

Sarah is Professor of Medical Statistics and Epidemiology at both the Nuffield Department of Medicine, University of Oxford and University College London. At UCL Sarah primarily works on large individually randomised trials of treatment and management of infectious diseases, predominantly in low- and middle-income countries. Much of her work at Oxford focuses on 'big data' collected from electronic health records. One of the biggest projects Sarah is involved with is the 'Modernising Medical Microbiology' Consortium, where she co-leads the effort to translate new whole genome sequencing and informatic approaches into microbiology practice and services. Collaborators on the projects include Public Health England, Leeds Teaching Hospital Trust, Brighton and Sussex University Hospitals NHS Trust, and University of Virginia, and projects are funded by UK Research and Innovation, National Institutes of Health Research and the Wellcome Trust Sanger Institute. Work from the project has been influential in healthcare policy surrounding control of infectious disease, with publications from the project being given as evidence in government reviews such as CMQ's Annual Report on Healthcare Associated Infections, and researchers on the project have participated in government advisory committees, such as the UK Genomics Advisory Board.

Sarah has previously been instrumental in obtaining ethical and regulatory approvals for a large anonymised linked database of hospital admissions and microbiology and laboratory data, the Infections in Oxfordshire Research Database, where she now analyses the epidemiology and management of infectious diseases.

Throughout her work at Oxford, she collaborates with over 380 individuals globally, in a range of academic institutions and universities.

Relevant Links:

https://www.ndm.ox.ac.uk/team/ann-sarah-walker

https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/conditionsanddiseases/bulletins/coronaviruscovid19infectionsurveypilot/11september2020

https://www.ndm.ox.ac.uk/covid-19/covid-19-infection-survey

https://www.ox.ac.uk/news/2020-04-23-government-collaboration-track-covid-19-ukpopulation-launched

http://modmedmicro.nsms.ox.ac.uk

https://oxfordbrc.nihr.ac.uk/research-themes-overview/antimicrobial-resistance-and-modernising-microbiology/infections-in-oxfordshire-research-database-iord/

Project: National COVID-19 Infection Survey

Sarah is currently Chief Investigator and Academic Lead for the National COVID-19 Infection Survey, a collaboration between the University of Oxford and the Office for National Statistics (ONS) in response to the COVID-19 pandemic. The project is backed by the company IQVIA who cover the clinical operations, and the Lighthouse Laboratories at Milton Keynes and Glasgow, who both provide the facilities required for testing swabs from 150,000 people every 2 weeks, and the University of Oxford who provide testing for antibodies. To date, over 2.5 million tests have been carried out to help gain understanding of how many people of different ages across the UK are currently infected and have already been infected with the virus.

Roles within the project:

- Chief Investigator
- Statistician
- Data Analyst
- Operations Manager
- Project Manager
- Fieldworker
- Dissemination Lead

Partner Organisation: IQVIA

IQVIA is an American-based multinational company that combines cutting edge clinical research with health technology. They use a mixture of data, technology, advanced analytics and human expertise to help their clients drive healthcare, and currently have projects in fields such as artificial intelligence and machine learning, clinical trials, and more recently, COVID-19 research. Having access to over 800 million nonidentifiable patient records, IQVIA brand themselves as 'The Human Data Science Company' providing a unique approach the healthcare advancement that is more than just drug development or data science alone. Alongside research, the company works alongside other private companies, governments and NGOs to advance public health. There are many ways to get involved with the company, with roles not limited to those with clinical training.

Roles in the organisation:

- Research Nurse
- Clinical Research Assistant
- Consultant
- Sales
- Data Analyst
- Equipment Technician

Partner Organisation: Office for National Statistics

The Office for National Statistics is the UK's largest independent provider of statistics and the recognised national statistical institute in the UK. It is responsible for collecting and publishing statistics related to a range of fields including the economy, population, and health and society at a range of national levels. As they report to Parliament via the UK Statistics Authority, they are independent of any ministers. They also have a dedicated Commercial Services team, responsible for contract management, procurement and commercial intelligence, meaning people without a strong background in statistics can work in a range of business-related roles.

Placements at the ONS are also offered as part of the Civil Service Fast Track Scheme.

Roles in the organisation:

- Civil Servant (Level 7)
- Executive Officer
- Administrative Officer
- Senior Statistical Officer
- Business Administrator
- Finance and Risk Officer

Career Profile: Dr Marco Springmann

Profile Codes:

Marco is a Senior Researcher at the Nuffield Department of Population Health, University of Oxford. He has an academic background in ecological economics, with a specific interest in the health, environmental, and economic dimensions of the global food systems. At the University of Oxford's Centre on Population Approaches for Non-Communicable Diseases, Marco leads their programme on environmental sustainability and public health.

His post-graduate studies include attaining an MS Physics from Stony Brook University, USA, an MSc Sustainability with a specialisation in ecological economics from the University of Leeds, UK, and a PhD in Economics from the University of Oldenburg, Germany.

Marco's early career steps included being on the German Institute for Economics Research's (DIW Berlin) graduate programme, interning at the German Federal Ministry of the Environment, and undertaking placements as a Visiting Researcher at Resources for the Future, the European Investment Bank, and the China Energy and Climate Project (CECP).

Recently, Marco was a member of the EAT-Lancet Commission on Healthy Diets from Sustainable Food Systems, which recommends a radical transformation of the global food system to optimise human health and environmental sustainability.

During his postdoctoral time, Marco held a James Martin Fellow of the Oxford Martin Programme on the Future of Food, where he developed an integrated model of environmental sustainability, health and economic development. He also held positions as a Junior Research Fellow at Linacre College and as an Honorary Research Associate in the Food Systems Group of the Environmental Change Institute.

We interviewed Marco to find out more about his career and his advice for those looking to pursue a career in public health and policy:

How did your background in ecological economics facilitate opportunities to work in public health?

Ecological economics is a very heterodox field that tries to critically examine environmental issues from multiple perspectives. Its focus on consumption responsibilities led me to questions related to dietary choices and what impacts those have on the environment and health.

What health-related projects have you worked on that have been rewarding in terms of influencing policy or translating into a real-world impact?

I was fortunate to be part of the EAT-Lancet Commission on Healthy Diets from Sustainable Food Systems, a science-based commission that highlighted the importance of sustainable diets in public discourse and influenced NGOs' and policy-makers' positions on the topic.

Is there anything you wish you had done earlier in your career that could have helped your progression or could have been useful to you in your current position?

In my academic career, I often felt that out-of-the-box thinking was not sufficiently rewarded, and one had to fight for one's ideas, and for academic freedom in general. More support from senior academics would have been much welcome sometimes.

What advice would you give to students and young professionals who are considering pursuing careers in public health and policy?

Do it and have fun with it. Don't become too disciplinary and keep an open mind for questions that affect public health and the environment around us. Be brave and don't feel you have to accept the status quo, both internally in academia, and externally in how our society is structured.

Are there any skills, roles or areas of expertise you think there needs to be more of in public health and policy?

In my view, continued innovation in terms of finding and exploring new ideas will always depend on a furthering of interdisciplinarity within a discipline. That also includes the tool box, or the skill set, that should include more than just the usual suspects. Nothing against statistics for example, but there are surely many aspects of life that can be fruitfully explored in different ways.

Relevant Links:

https://www.ndph.ox.ac.uk/team/marco-springmann

https://eatforum.org/eat-lancet-commission/eat-lancet-commission-summary-report/

https://www.oxfordmartin.ox.ac.uk/food/

https://www.leap.ox.ac.uk/article/listen-to-marco-springmanns-tedx-on-how-we-need-to-change-our-diets

Project: Livestock, Environment and People (LEAP)

Marco is a Researcher at LEAP – a research project that aims to understand the health, environmental, social and economic effects of meat and dairy production and consumption, so as to provide evidence and tools for decision makers to promote healthy and sustainable diets. They believe how we produce and consume food is possibly the most important determinant of human and environmental health worldwide. It is funded by the Wellcome Trust's Our Planet Our Health Programme and is an ongoing 4-year project (2017-21).

The project involves 5 work streams: modelling the food system; enabling change through analysing the social and political economy context in which food decisions are made; assessing diet, health and behaviour; assessing the environmental effects of our food consumption; and public engagement and research.

LEAP's partners include the International Food Policy Research Institute (IFPRI), the University of Oxford, The Nature Conservancy, Sainsbury's, and the Sustainable and Healthy Food Systems (SHEFS) led by the London School of Hygiene and Tropical Medicine.

Roles within the project:

- Directors
- Project Manager
- Public Engagement Coordinator
- Project Investigators
- Researchers, including senior, postdoctoral and assistants.

Partner Organisation: Wellcome Trust

The Wellcome Trust provides grants and financial support to researchers to take on big health challenges and campaigns. They are politically and financially independent, helping people across the world explore great idea in health. Their work includes: direct funding for innovative health research; taking on big health challenges, such as by changing responses to drug-resistant infections; campaigning for better science by influencing policy and promoting diversity and inclusion; and engaging the public in science education.

Roles in the organisation:

The Wellcome Trust employs 13 different teams, ranging from Mental Health to Humanities and the Social Sciences and Wellcome Data Labs.

- Head of Programme
- Director of Grants
- Logistics Manager
- UK and EU Policy Adviser
- Global Policy Adviser
- Science Officer
- Programme Manager

They run both a graduate scheme and a summer internship programme.

Partner Organisation: International Food Policy Research Center (IFPRI)

IFPRI provides policy solutions to sustainably reduce poverty and end hunger and malnutrition in developing countries. Its vision is a world free from hunger and malnutrition, and it focuses on climate-resilient and sustainable food systems; promoting healthy diets and nutrition for all; building inclusive and efficient markets, trade systems and food industry; transforming agricultural and rural economies; and strengthening institutions and governance. It is a large INGO, employing more than 600 people working in over 50 different countries.

Roles in the organisation:

IFPRI's Senior Management Team includes a Director General and Directors for: Environment and Production Technology; Poverty, Health, and Nutrition; and South Asia. The jobs in its Poverty, Health and Nutrition Division include:

- Director
- Deputy Director
- Researchers, including senior, analysts and field officers
- Project Managers

Career Profile: Prof. Lucie Cluver

Profile Codes:

Lucie is a Professor of Child and Family Social Work at the University of Oxford's Department of Social Policy and Intervention. She works with various governmental and non-governmental organisations to provide evidence that can improve the lives of children and adolescents in Sub-Saharan Africa.

Her record of impact is exceptional, having been awarded the European Union Horizon 2020 Impact Award in 2019, the UNICEF Women Leaders in the HIV response for Children in 2018 and the ESRC Outstanding International Impact Prize in 2017.

She has extensively published work in peer-reviewed journals. As of 2020 her publications reach 166. Many of her papers focus on the intersection of health with families and parenting, including research into the effects of HIV on adolescent mothers in sub-Saharan Africa and community support for mal-treated children. Her work provides a clear example of how academia can be bridged into practice, with her research informing international and national policy-making and the creation of intervention programmes to prevent child violence. For instance, she has been cited in policy documents from the WHO, World Food Programme, UN AIDS, UNICEF, and the South African National AIDS Council. Further, in 2017 Lucie collaborated with other academics and policy makers on a report for the South African National Department of Health and the United Nations Population Fund (UNFPA) on *South Africa's National Adolescent and Youth Health Policy*. This report established several services and campaigns in South Africa such as the Adolescent and Youth Friendly Services (AYFS) to improve quality of care for adolescents and youth; an Integrated School Health Programme, which focuses on addressing both the immediate health problems of learners, including barriers to teaching and learning; Ideal clinics (with good infrastructure, adequate staff, adequate medicine and supplies, good administrative processes, and sufficient adequate bulk supplies); B-wise – an interactive cellphone health platform; and She Conquers Campaign - a youth-led campaign which will address the major issues facing adolescent women in South Africa.

As an undergraduate, Lucie studied an MA Classics at the University of Cambridge. She then undertook an MSc Applied Social Studies and Diploma in Social Work at the University of Oxford, where she completed a thesis in child poverty and child well-being in South Africa, followed by an MSc Social Policy, in which she researched the psychological well-being of AIDS orphans in South Africa. In 2007 she completed her DPhil in Social Policy and Intervention

Lucie's early career steps include working as a social worker in South Africa, as an Oxford University Departmental Lecturer and as a HIV/AIDS Fellow upon completing her PhD. She received her first research grant for 2007-10 from John Fell OUP Research Fund of £129,500 to develop an interdisciplinary strategic plan to study HIV/AIDS prevention and policy.

Currently, Lucie is a scientific and technical advisor for various national and international initiatives, including: UNAIDS Reference Group for the Global AIDS Update, UNICEF Technical Advisory Group for Practical Guidance on Parenting Programmes of Adolescents, Global Fund to Fight AIDS, TB and Malaria as Technical advisor for cash+care programming, and the South African National AIDS Council, Prevention, Social & Structural Driver Technical Task Team.

Relevant Links:

https://www.spi.ox.ac.uk/people/profile/cluver.html#tab-277691

https://www.who.int/violence_injury_prevention/violence/child/plh/en/

http://www.health.gov.za/index.php/shortcodes/2015-03-29-10-42-47/2015-04-30-08-18-10/2015-04-30-08-25-54?download=2366:adolescent-and-youth-policy-4th-sept

Project: Parenting for Lifelong Health (PLH) Initiative.

As co-lead, Lucie provides evidence-based non-commercialised child violence prevention programmes for lower-middle income countries. The PLH team has developed and tested programmes in randomised controlled trials in Southern Africa, Eastern Europe, the Philippines and Thailand, which are now being scale dup in 25 countries.

The initiative aims to develop, test and disseminate through the provision of specific training, a range of parenting programmes for low-resource settings that is affordable, not for profit, open access, and based on rigorous evidence, with the goal to prevent child maltreatment. Its training also shows benefits in improving parent-child relationships, enhancing security of child attachment, enhancing child cognitive and socio-emotional development, reducing family mental health distress, increasing family economic resilience, and reducing substance use.

PLH's implementation partners are: Clowns Without Borders South Africa, Ikamva Labantu, The Parent Centre, The National Association of Child Care Workers (South Africa), UNICEF, The Keiskamma Trust, the Prevention Research for Community, Family and Child Health at Stellenbosch University (South Africa), and the Children's Early Intervention Trust (Wales).

PLH's project donors include the LEGO Foundation, Oak Foundation, Tides Foundation, Human Safety Net Foundation, the philanthropic donors to the University of Oxford's COVID-19 Research Response Fund, the UKRI GCRF Accelerating Achievement for Africa's Adolescents (Accelerate) Hub and Newton Fund, the European Research Council (ERC) under the European Union's Seventh Framework Programme and the Horizon 2020 Research and Innovation Programme, the Global Alliance for Chronic Diseases under the European Union's Horizon 2020 Research and Innovation Programme, UNICEF, WHO, Oxford University Innovation GCRF Sustainable Impact Fund, the Leverhulme Trust, the Economic and Social Research Council, CIDA, the National Research Foundation of South Africa, Ilifa Labantwana, the John Fell Fund, the Evaluation Fund, the UBS Optimus Foundation, USAID-PEPFAR, the Wellcome Trust, Grand Challenges Canada and Wellspring Advisors.

Many of the students Lucie has supervised are involved in the project.

Roles within the project:

- Co-Lead
- Steering Committee Member
- Research Director
- Senior Research Project Manager
- Technical Programme Specialist
- Research Assistant
- Digital Project Manager

Partner Organisation: Ilifa Labantwana

Ilifa aims to enable an additional 1 million children, aged 0-5, to access early childhood development (ECD) programmes through the country's Early Learning Subsidy. Particularly, they wish to provide support for the first 1000 days of life, which are critical in determining a child's long-term physical health, mental health, capacity to learn, ability to adapt to change and psychological resilience. Their objectives and expected outcomes for 2017-21 are to: improve access to and use of data on ECD programmes for service monitoring and planning; build the finance, administrative, regulatory and human resource systems to support ECD service delivery at scale; promote and share toolkits to implement quality age-appropriate ECD programmes; and support innovative solutions and approaches to ECD challenges.

Roles in the organisation:

- Directors including executive, financing and planning & infrastructure.
- Managers in communications and finance.
- Provincial Coordinator
- Campaign Manager

Partner Organisation: UNICEF South Africa

UNICEF is a UN organisation with 7 Regional Offices and numerous individual country organisations. It is the world's leading advocate for children's rights, with global authority to influence decision-makers and engagement with a variety of partners at the grassroots level.

The goals of UNICEF are to work to overcome the obstacles that poverty, violence, disease and creation create for children. They aim to ensure the Convention of the Rights of the Child ensure, to assure equality for those discriminated against, particularly women and girls, and work towards the Millennium Development Goals.

Roles in the organisation:

- Representative
- Chief Social Policy Officer
- Chief Child Protection Officer
- Partnership Specialist
- Programme Specialist
- Human Resources Officer

Insights from early careers at the front line

Interview with Dr Jamie M. Lachman

Jamie is a Research Officer at the Centre for Evidence-Based Intervention at the Department of Social Policy and Intervention at the University of Oxford. He has over 16 years' worth of experience developing, implementing and evaluating social interventions for vulnerable children and their caregivers in low- and middle-income countries. His professional experience includes being a Co-Founder of the Parenting for Lifelong Health Initiative (PLH), for which he now holds a position on the Steering Committee, and being the Founder of Clowns Without Borders South Africa, which aims to improve the psychosocial wellbeing of children and communities affected by crisis. He also holds a degree from the Dell'Arte International School for Physical Theatre.

What steps did you take between your undergraduate studies and MSc to develop an interest in public health and policy, and what were your first experiences in the field?

My career path was not straightforward. I worked as an actor and drama teacher in NYC and California for a number of years before starting Clowns Without Borders South Africa. Most of our work focused on providing psychosocial support to children affected by HIV/AIDS, poverty, and violence in Southern Africa though we also did some work around humanitarian relief further afield.

What motivated you to found Clowns Without Borders South Africa and how do you think your background in theatre has informed your work on public health and policy?

It was a desire to have an impact on the lives of children and families in my home country of South Africa that I left at an early age due to the Apartheid regime. I was trained as a physical theatre creator and clown so CWBSA was a great way of bringing together humanitarian community-based work and the arts. My background in theatre has taught me to consider the audience (i.e., beneficiaries) as the most important aspect of the work and to continually look for ways to improve what we do using innovative approaches. Creating theatre is an iterative process very similar to evidence-based research and policymaking that is grounded in participatory and collaborative approaches whether it is working with government agencies or community-based organisations.

What does your role on the PLH programme entail and do you see the academic work you do for projects, such as RISE, having a real-world impact?

I am a co-developer and co-founder of the PLH initiative which is focused on developing, testing, and taking to scale a suite of open-source parenting programmes and resources in low- and middle-income countries. My academic work is very much committed to supporting a global parenting strategy that aims at reducing violence against children and supporting child wellbeing with interventions that are adaptive, evidence-based, cost-

effective, and scalable. This means using the most rigorous methods of establishing real-world evidence like factorial experiments and randomised controlled trials as well as making sure that the research is applicable to policymakers, implementing agencies, practitioners, and families.

What advice would you give to students and young professionals who are considering pursuing careers in public health and policy?

It is very important to get real world experience in the field as well as the necessary academic skills to conduct rigorous research. I also think that collaboration is critical to success. Academia can sometimes seem hyper competitive but the more one learns to share and work together within one's own field and across fields the better.

Are there any skills, roles or areas of expertise you think there needs to be more of in public health and policy?

We need to do better at knowledge transfer and making research more accessible to policymakers in public health.

Relevant Links:

https://www.spi.ox.ac.uk/people/dr-jamie-lachman

https://www.who.int/violence_injury_prevention/violence/child/plh/en/

http://cwbsa.org/about-us/

Interview with Janina Jochim (DPhil Student)

Janina is an ESRC-funded Advanced Quantitative Methods Scholar in the Department of Social Policy and Intervention, supervised by Prof. Lucie Cluver and Dr. Franziska Meinck. Her current research concerns the educational pathways of adolescent mothers in South Africa. Before starting the DPhil, she has worked a fieldwork coordinator at the Youth Pulse Study (East London, South Africa) as a research technician at the Attention Lab with Prof. Mark Stokes (University of Oxford), and she continues to volunteer at the Oxfordshire Sexual Abuse and Rape Crisis Centre.

How did you develop you interest in public health, given your background in psychology? Particularly, how did you determine your DPhil research area, having done a MSc and BSc in psychology?

After completing an MSc in Experimental Psychology at University of Oxford and a few years of work within the field of cognitive neuroscience, I wanted to move away from lab-based work. I had learned a lot about experimental designs and fundamental research but I really wanted to conduct research that is undertaken 'in the real world'. I had been curious about inequality research for a while and also developed an interest in violence prevention programmes through my voluntary work in Oxford. I had become particularly interested in

vulnerabilities faced by women and girls and I wanted to move into an area that aims to create large-scale impact to better their lives. Once I had decided to move towards research surrounding these issues, I discovered the Department of Social Policy and Intervention which seemed host of numerous fascinating research projects, and a perfect fit for the research that I wanted to do. I reached out to my second supervisor and I was very lucky that she was willing to help me brainstorm options, involved me in the work of her team, and supported my DPhil application.

Which projects that you have worked on have been most rewarding in terms of translating into a real-world impact?

I am fortunate that my supervisors' entire research team places a strong emphasis on the real-world impact of the research. Prior to starting the DPhil, I lived in South Africa to work on project support for Youth Pulse which is focussed on gathering evidence to improve healthcare support for vulnerable young people across South Africa. During the DPhil, I worked on the HEY BABY study which is committed to providing evidence to improve services for adolescent parents and their children in South Africa. As part of the [UKRI GCRF Accelerating Achievement for Africa's Adolescent Hub](#), the accumulated findings will be reported back to policy makers and NGOs across the world to better support communities. Personally, I still have a lot to learn about developing research for impact and research-based policy and practise. One step in that direction is the 3-months placement I am currently undertaking with UNICEF (supported by my funder, the Grand Union) which, alongside my scholarly experiences in Prof. Cluvers's group, really helped to understand how global policies are shaped and will benefit my future work.

What advice would you give to students and young professionals who are considering pursuing careers in public health and policy?

For students whose path is not straightforward, as it was the case for me, I would recommend remaining patient (even though it can be hard), look out for good opportunities (and make the most of them), and take initiative to see advice from anyone who can potentially help you with your plans. Choose a good MSc course in Public Health or Public Policy in a vibrant research department that is committed to real-world impact (and have a look at the courses offered by the Department of Social Policy and Intervention). Even though this can be tricky, pick a supervisor who is well connected and able to support your endeavours within and beyond academia. It is always valuable to complement a degree with some real-world experience. Unfortunately, unpaid internships can be a reality in this field, so it is useful to look into funding opportunities which financially support non-academic placements as part of the scholarship (e.g., the ESRC or BBSRC).

Relevant Links:
https://www.spi.ox.ac.uk/people/janina-jochim
https://www.linkedin.com/in/janina-jochim-395833116/?originalSubdomain=uk
http://www.mzantsiwakho.org.za/
https://www.unicef.org/southafrica/

Interview with Dr Isang Awah

Isang is Project Manager of the Parenting for Lifelong Health Digital (PLH Digital) Initiative for the Department of Social Policy and Intervention at the University of Oxford. Her primary research interests include social issues and literacy, especially in developing countries and poor communities. She holds a PhD in Education from the University of Cambridge, as well as a Master of Liberal Arts in Extension Studies, Literature & Creative Writing from Harvard and a BSc Biochemistry from the University of Uyo, Nigeria. Isang also founded MyRainbowBook Limited, which introduces storybooks tailored for African children to Nigeria.

When and how did you first develop your interest in working on health-related issues, given your PhD in Education? Do you see these different research interests as intersecting?

I've always been interested in social issues especially in developing countries and poor communities hence I am drawn to projects that address this, be they in education or health or any other field. And I do see the different research interests as intersecting. Primarily, I am interested in carrying out research that influences policy and improves the quality of life of people.

What health-related projects have you worked/ are working on that have been rewarding in terms of influencing policy or translating into a real-world impact?

I am currently working on the Parenting for Lifelong Health Digital project. This is a project that seeks to convert the in-person parenting programme, Parenting for Lifelong Health (PLH), into a digital format. I have worked on the project for just about a year and we are still in the developmental stage. However, the in-person PLH programme was tested in randomised controlled trials and found to be very effective in improving positive parenting, reducing violence against children, reducing caregiver depression, reducing substance abuse and improving education etc. It is now on the WHO and UNICEF websites and has been scaled up and delivered in over 20 low- and middle- income countries. Even though I did not work on the in-person PLH programme, it is exciting to see the reach and impact of the programme and I am hopeful that many more people will be reached with the digital version of the programme.

What advice would you give to students and young professionals who are considering pursuing careers in public health and policy?

Go for it! There are plenty of opportunities in the field, and a career in public health and policy is very rewarding in terms of the difference that your work will make in the lives of others.

Relevant Links:
https://www.spi.ox.ac.uk/people/dr-isang-awah
https://www.spi.ox.ac.uk/parenting-for-lifelong-health-digital-plh-digital
https://www.myrainbowbooks.com/index.php/en/about

Interview with Sabine Parrish (DPhil Student)

Sabine is studying for a DPhil at the School of Anthropology
- https://www.anthro.ox.ac.uk/people/sabine-parrish. She is currently working with researchers at the University to assess the affects of COVID-19 restrictions and lockdown on physical and mental health. You can read the results of one of their recent reports here: https://www.anthro.ox.ac.uk/article/age-economic-insecurity-and-mental-health-in-england-across-covid-19-pandemic-lockdown.

When and how did you first develop your interest in working on health-related issues, given you are currently conducting your PhD on Speciality Coffee and Social Distinction in São Paulo? Do you see these different research interests as intersecting in any way?

While I was on fieldwork I noticed the strong associations of sugar, milk, and coffee in Brazilian culture. In fact, rejecting sugar and milk is a key part of the transformation to the identity of 'specialty coffee drinker' but this also has substantial impacts on health, wellbeing, and weight; so in that sense, the health aspect presented itself to me without my meaning to find it. From that point, my interest in culture, sugar, and dietary health was piqued, and when I returned to Oxford I began attending the lectures and seminars of the medical anthropology group in my department because I realised it was going to be important in the writing-up of my research.

Do you see yourself pursuing further research or projects in public health and policy?

Working on several postdoctoral applications at the moment to carry forward our initial work on food, physical activity, and health in Covid times!

Which projects you have worked on with links to public health and policy have been most rewarding?

Our team's work on Covid has been quite daunting given the scale of what needs to be done and the rapidity of roll-out and analysis but also incredibly rewarding. We were in the final month of a funded project on exploring the linkages between materialities of the home space and disordered eating when Covid really burst onto the scene. The group of senior researchers I work with are extraordinary and so experienced in their fields, and together, within the space of a couple of weeks, we put together and secured funding for a rapid-response project to capture data as the situation unfolded and use it to inform policy makers. In terms of my professional growth and education it's been rewarding (I mean, it's not just me—we're *all* been thrown in the deep end here!), but also in terms of understanding that the data we are collecting is going to be important for decades to come.

What advice would you give to student and young professionals considering careers in public health and policy?

Be brave, reach out, and ask questions of people who know more than you do. I'm naturally quite shy (terrible characteristic for an anthropologist), but the single best thing I've done in

terms of career move was just march up to the head of Medical Anthropology one day (I'd totally never spoken to him before) and say, 'Hey! Where do I start reading?' He remembered that interaction, and some months later when he had an opening for a research assistant he got in touch to say, 'I remembered you wanted to learn more; here's an opportunity to learn while doing, why don't you apply?' I got the job, and now here I am a year later unexpectedly having become a Covid researcher. If you don't ask questions and you don't put yourself out there, it's hard to cultivate your own opportunities. Very annoying for shy people, I admit. Just learn some breathing exercises so you can run away and calm down after you've done the brave talking-to-people thing!

Authors' Insights

Megan Boreham, Research Intern, Careers Service, Micro-Internship Programme

"When I first started on the project, I thought the best way to find out about these large-scale collaborations would be to browse around the staff pages of Oxford Medical Sciences Departments that I believed would naturally work in a collaborative manner, such as the Nuffield Department of Population Health; to find academics who were involved in projects that fell within the intersect of health and policy. However, I slightly underestimated the number of researchers involved within each department, and how long it would take me to even lightly skim over the profiles! Also, profiles on department pages will often not list all the projects or initiatives an academic at the university is involved with – a quick google of some academics' names proved that they were indeed co-leading or supporting with a wealth of projects not listed on the profile, so bear this in mind if you choose to search this way. Instead, I switched to looking on the 'News' sections of the departments I was interested in. If someone from a department is involved in a large-scale collaborative project, the department will normally want to highlight this work in an obvious way as the calibre of collaboration is often something they want to publicly advertise. This led to me discovering several initiatives such as the LIFE project, and checking these pages is a good way to start looking at the active projects within a specific department. Once you manage to find a project or initiative of interest, save it! Early projects will often be looking to expand their teams, often once funding has been secured; which can allow the creation of new DPhil projects, Research Assistant or administration positions which may suit your skillset and interests.

Once we had been informed of the Research Careers website, I begun filtering the profiles on the website by key terms such as 'policy', to allow me to search for individuals with life sciences backgrounds who were currently working outside of academia. The website is incredibly useful for exploring a range of career case studies, since each individuals' profile features a detailed, informative and honest description of their career path to date. When reading over the profiles of researchers who had switched into careers in fields such as policy and medical communications, I was pleasantly surprised with how many people praised the opportunity for career development that comes with working in an organisation, and reassured that many of them left academia for a handful of common reasons such as lack of job security. Many young professionals praised the fluidity of their career paths within these organisations, the less stringent hierarchical order of the office environment allows young professionals to switch between both roles within an organisation and even between organisations with more ease than in academia. One interesting point I discovered from these profiles is that doctoral students on PhD programs funded by any of the UK Research Councils can apply to do 3-month internships at policy departments within the research councils. I found this interesting as it really showed how PhD programs can allow you develop your skillset outside of research, which I believe is an ethos that more PhD students should be mindful of when carrying out their studies.

The internship has also highlighted how important it is to utilise social media as a student to begin developing your network and subsequent career. Many PIs are becoming increasingly active on Twitter and LinkedIn, meaning they often post vacancies on social media as well as job boards and internal advertisement sites. Following groups who produce work in an area you find interesting is an easy way to keep up to date with the content they are producing as well as finding out more about their collaborators and network, thus potentially expanding your own.

Overall, this experience has been brilliant and has opened my mind to the range of careers available to me, someone with a background in medical sciences; outside of research. Whilst over the last year I had become interested in a career in health policy, I never knew how I would go about making that transition, yet alone in which stage of my career I should be making this move. This is where the case studies really came in useful, as I was able to see when in their careers researchers begun working within partner organisations, and discovered that continuing with a PhD in medical sciences and subsequently delaying entering the world of health policy should not put me at an obvious disadvantage!"

Cara Exall, Research Intern, Careers Service, Micro-Internship Programme

"Coming to this Research Micro-Internship (MIP) with the Careers Service from a social sciences background, I was curious to see the opportunities that would be available for students like me in the public health and policy sector. The impression of public health one sometimes gathers from the media and academic work is that it is highly technical, so does not have space for those without PhDs in the medical sciences or advanced knowledge of mathematical modelling. Fortunately, I have been pleasantly surprised by the extent of the opportunities available to those in the social sciences and to undergraduates.

My own personal interest in completing in this MIP stems from my desire to work in public policy. For me the COVID-19 pandemic has brought to light just how important an awareness of public health is when drafting any form of policy. The pandemic has changed the way we work, travel and socialise, and has also affected mental health across the country. It seems part of post-pandemic recovery must be for government and business to design more robust systems for functions of our everyday life, and this can only be done with a keen awareness of public health. Something that was highlighted to me by Dr Lachman when I was able to interview him for this project is that research in public health needs to be more accessible to policy makers. Perhaps this can be achieved not only through academics clearly demonstrating the real-world implications of their research, but by policy makers building their own awareness of the field and the opportunities within it.

Starting the project, I significantly overestimated the number of academics at the University of Oxford I would be able to complete career profiles on – initially hoping to look at 25, rather than 3 I completed in-depth case studies on. Our Careers Service Supervisors, Rachel and Claire, were helpful in tempering our ambitions for a larger project, and from

conducting in-depth case studies we have been able to demonstrate the diversity and interconnectivity of the sector, rather than just the breadth of roles within it. Whenever you anticipate exploring a new career path, you tend to underestimate the amount of time it will take. Reading a few LinkedIn profiles is never enough to provide proper insight. The part of the project that probably helped me best develop my understanding of the field was conducting interview with various academics at Oxford University about their career paths in public health and policy, after reviewing their profile and projects on their Departmental website. A number of these are detailed in the appendix and I hope you take the time to read them. I would also recommend you reach out either via email or LinkedIn to any academics you come across in your own research, whose careers interest you. This can sometimes be frustrating, because sometimes academics, particularly at more senior levels, may be too busy to respond. For instance, out of the emails I sent I received a response to 3 out of 7 and of my LinkedIn requests I received a response to 3 out of 4. However, those academics who did respond gave me personal insights into their careers and working in the field, which have enhanced my understanding.

When we spend approximately 90,000 hours of our lives working, I'm glad this MIP gave me the opportunity to at least spend 40 hours investigating this fascinating sector. I'm truly grateful to the Careers Service for giving us this opportunity, and Rachel and Claire for organising our MIP. I hope our insights can help you pursue a career in this sector!**"**

Resources

General

IMPACT case studies: https://www.ox.ac.uk/research/research-impact/impact-case-studies - outlines research efforts from the university that have been influential in policy, health, business and culture and have had high levels of public engagement. Allows you to filter by department, division or funder.

WHO: https://www.who.int/globalchange/projects/en/ - lists all projects currently running in collaboration with WHO, working on both human health and climate change.

Research Careers: http://research-careers.org – allows you to explore career profiles of individuals at a range of career stages, who have left academia to pursue other roles. Allows you to filter by both research area and non-academic industry.

UK Research and Innovation: https://www.ukri.org – allows you to directly track the number of collaborators and people involved with a UKRI funded project. Also has option to view any publications from the project and track the outcomes, including policy influence, collaboration and engagement activities.

- https://www.ukri.org/skills/policy-internships-scheme/ - link to the policy internship scheme run by the UKRI that allows doctoral students currently on a program funded by one of the UKRI research councils to work for three months in one of a selected group of highly influential policy organisations.

Oxford Alumni LinkedIn network: https://www.linkedin.com/school/oxforduni/people - useful for exploring the current roles that Oxford graduates are working in. Allows you to filter alumni based on where they live and where they work, alongside specific key word searches.

Twitter – follow PIs working on projects or within subject areas you are interested in. Research groups are increasingly upping their presence on social media and following them will allow you to become updated on similar groups' work and become notified of any available positions, often before they are listed online.

Médecins Sans Frontières Internships: https://www.msf.org.uk/volunteer-uk - offer paid internship roles that allow short term placements in all departments of MSF UK, meaning students from any field can apply.

Civil Service Fast Stream: https://www.faststream.gov.uk/all-schemes/index.html - lists all 15 schemes on the Fast Stream, of which the Science and Engineering, Government Social Research and Government Statistical Service may be most applicable to guide students into careers similar to those outlined.

Wellcome Trust Graduate Scheme: https://wellcome.org/jobs/graduate-development-programme - a 2 year graduate scheme that allows students from any undergraduate field to take part in 4 placements on rotation in areas such as policy, grants, public engagement,

communications, education and learning, humanities and social science, and digital and technology.

Nuffield Department of Medicine – Global Health: https://www.ndm.ox.ac.uk/podcast-meet-our-researchers/global-health - includes profiles of all the Oxford PIs working in global health, including videos where the researcher outlines their current interests and work.

Medical Sciences

https://www.ndm.ox.ac.uk

https://www.tropicalmedicine.ox.ac.uk

https://www.wrh.ox.ac.uk

https://www.ndph.ox.ac.uk

https://www.ndcn.ox.ac.uk

https://www.georgeinstitute.org.uk

https://www.psy.ox.ac.uk

Social Sciences

https://www.psy.ox.ac.uk/

https://www.oxfordmartin.ox.ac.uk/

https://www.bsg.ox.ac.uk/

https://www.qeh.ox.ac.uk/

https://www.economics.ox.ac.uk/

https://www.politics.ox.ac.uk/

https://www.spi.ox.ac.uk/home.html

https://www.anthro.ox.ac.uk/home