

PhD Studentship

Warwick Business School in Collaboration with University Hospitals Coventry and Warwickshire

Applications are invited for a collaborative PhD studentship, involving Warwick Business School and University Hospitals Coventry and Warwickshire, starting in October 2016.

The studentship includes tuition fees at UK/EU rate and a stipend of £14,296 per annum for 4 years.

About the project

The topic of the research is the question of how different models of nurse staffing and professional (and non-professional) skill mix can impact on performance outcomes and explore the implications of this for hospital level human resource management practices. Specifically, the aim is to use a variety of routine data sources, including information drawn from HR records, real time patient acuity and other ward (and organisation) level data on staff and patient outcomes. The intention is to examine and model how the sets of data can be brought together to reconfigure the workforce in a more dynamic way so that clinical staff are utilised efficiently and at the same time appropriate depth and quality of care is assured. The project will explore these questions by drawing on concepts from a range of perspectives, including the HRM literature, organisation theory and the sociology of professions.

UHCW is a major partner in the large scale translational health initiative, CLAHRC WM (funded by NIHR), which encompasses WBS (lead the Implementation Research Theme). UHCW are currently funding a Research Fellow, based in WBS, to evaluate their leadership programme, and have agreed to fund a postdoctoral post to examine their innovation strategy. In short, the research partnership is current and strong.

UHCW are a key strategic partnership for the University, and both parties are currently engaged (senior management led) in developing a research and innovation hub with co-located staff. The proposed PhD links to GRP in Science and Technology for Health.

Applicants should have a good working knowledge of operational research methodologies, including relevant statistical techniques. Applicants must have an interest and willingness to extend knowledge of new methods and techniques related to health service delivery.

How to Apply

Applicants should have a minimum 2.1 class undergraduate degree in a relevant social science or management related discipline and a relevant Master's degree (with prior research methods training).

Candidates must apply through the online process – details of which can be found on the WBS website (<http://www.wbs.ac.uk/courses/doctoral/phd/apply/>) – and provide:

- CV and cover letter;
- 2 reference letters;
- A 2 page proposal indicating how you would approach the research topic, either from an OR modelling or 'service delivery and process improvement' perspective.

For enquiries about the project please contact: Professor Ian Kirkpatrick (ian.kirkpatrick@wbs.ac.uk).

For general enquiries and details on how to apply please contact: phdadmissions@wbs.ac.uk.

Please apply by 30th June 2016 at the latest and quote WBS/UHCW on your application

Shortlisted candidates will be invited to an interview to take place soon after the closing date for applications.