

Expression of Interest: Community Engagement & Research Officer North Thames Genomic Medicine Service Alliance

JOB TITLE:	Community Engagement & Research Officer
AREA/SPECIALITY:	NHS North Thames Genomic Medicine Service (NTGMS)
GRADE:	NHS Band 6 or equivalent (range £44,806- £53,134 p.a.)
COMMITMENT:	0.5-1.0 WTE (this post is also suitable as a job share)
TENURE:	Salary recharge agreement with host organisation until end of 31 st March 2026
BASE:	Continue to be employed at host organisation, option to work from Great Ormond Street Hospital Trust with ability to travel within the North Thames geography, some flexible working will be required.
ACCOUNTABLE TO:	NTGMS Health Equity Lead

Summary

Are you driven about working with communities to achieve health equity? This role has been developed in partnership with the NHS Race and Health Observatory (RHO) and presents an exciting opportunity for an enthusiastic engagement researcher interested in community-based health and digital initiatives to join the established NHS North Thames Genomic Medicine Service (NTGMS) team.

This role will support the delivery of key initiatives under the NTGMS Equity Strategy. The successful candidate will identify and address inequities in genomic healthcare through qualitative and quantitative research, while fostering collaborative partnerships across the NTGMS region. By engaging with community capacity-building initiatives and strengthening neighbourhood-based approaches, this role will help co-design evidence-based solutions to advance health equity. Additionally, the post holder will contribute to resource development including digital offerings, and governance for reporting purposes, to facilitate the delivery of genomic services that are accessible and equitable for the NTGMS population.

Background

The UK is recognised worldwide as a leader in genomics and the unique structure of the NHS is allowing the delivery of genomic advances at scale and pace for patient and population benefit. As part of NHS England's (NHSE) strategy to establish a national GMS, building on the success of the 100,000 Genomes Project, NHSE has commissioned seven Genomic Laboratory Hubs (GLHs) each responsible for coordinating genetic and genomic testing services for a particular part of the country.

Seven GMS Alliances (GMSAs, each aligned with one of the GLHs) have been created to support the systematic implementation of genomic medicine into the mainstream healthcare system and use the power of genomics to improve health.

Together GLHs and GMSAs comprise the GMS that aims to:

- Address variations in genetic testing quality and access across England,
- Enhance the quality of information e.g., the cost and type of tests performed,
- Broaden understanding of the causes of disease and the effectiveness of interventions.

The GMSAs have a critical role in facilitating strong collaborations across large geographies, working with multiple healthcare providers and non-healthcare stakeholders to build trust in genomics and provide clinical leadership to enable the multi-professional workforce to use genomics safely, effectively and efficiently. The GMSAs are also tasked with identifying and prioritising high-risk cohorts for genomic variants, and to actively engage with marginalised and underserved population groups that would benefit from a tailored healthcare approach (CORE20LPLUS5).

The NTGLH and NTGMSA are mainly responsible for North London, and parts of Essex and Hertfordshire, called the 'North Thames'. The North Thames GMSA is hosted by Great Ormond Street NHS Foundation Trust that also hosts The North Thames GLH alongside the Royal Marsden NHS Foundation Trust, Sutton.

The NHS Race and Health Observatory (RHO) is a leading national body dedicated to identifying and addressing ethnic inequalities in health and care. Through research, evidence-based policy recommendations, and long-term systemic change, the RHO works to ensure equitable health outcomes for all. A key example of this work is the 2024 report *Ethnic Inequities in Genomics and Precision Medicine*, produced in partnership with the University of Nottingham. The report revealed underrepresentation of ethnic minority groups in genetic research, disparity driven by systemic barriers, including lack of trust and targeted engagement.

This role will play a part in advancing a joint initiative between the NTGMS and RHO by identifying and addressing systemic gaps in access, experience and outcomes.

Main role & responsibilities

- Collaborate with the Health Equity Lead, NTGMSA Programme Director, Workforce Education and Training team, Communication and Engagement team, and other multiprofessionals to develop, participate in and disseminate NTGMS equity outputs.
- Collaborate with the NHS Race and Health Observatory.
- Conduct and analyse qualitative and quantitative research to identify evidence-based factors contributing to inequity of the NTGMS.
- Design and facilitate interviews, focus groups and surveys to explore barriers and enablers to equity of the NTGMS – service providers and service users.
- Collaborate and build networks with external stakeholders to develop culturally appropriate resources, and methods for inviting participation in genomic testing and research.

- Investigate approaches to record and learn from experiences of the NHS and the genomic medicine service.
- Contribute to case studies, frameworks, guidance, interventions, recommendations, reports, standards and quality improvement that embed equity into the NTGMS.
- Oversee governance for reporting purposes.

Terms and Conditions

This is a full-time equivalent post with supervision reporting into the NTGMS Health Equity Lead. Dependent on the applicant mix, a job share may be considered. The duration for the post is currently until 31st March 2026 due to the funding cycle of the GMSA.

The applicant should be working for an employer within the NTGMSA geography and will remain employed, and report to, their substantive employer for the duration of this role.

Health & Safety

Employees must be aware of the responsibilities placed upon them under the Health & Safety at Work Act (1974), to ensure that the agreed procedures are carried out to maintain a safe environment for employees and visitors.

Data Protection

Personal data is protected under the Data Protection Act (2018) and the post holder will ensure that it is securely held and that the requirements of the Act are followed.

Confidentiality

The confidentiality of information relating to patients/clients and staff must be safeguarded at all times in accordance with the Information Security Policy. Disclosure to any unauthorised person or misuse or failure to properly safeguard confidential data will be regarded as a disciplinary offence.

Criteria	Essential/Desirable
Undergraduate degree in a health-related field (e.g., genomics, biomedical science, nursing, psychology, public health, social sciences) or equivalent relevant experience.	E
Higher degree or post-graduate qualification.	D
Demonstrates Equity, Equality, Diversity and Inclusion training.	E
Evidence of implementing community-based and healthcare equity initiatives.	E
Evidence of convening and facilitating meaningful dialogue and partnerships.	E

Experience in qualitative and quantitative research methods including topic guide development, qualitative interviews, focus groups, observational work, and evaluation and impact.	E
Knowledge of health equality and equity policy and recommendations.	E
Experience in the development of information materials, including digital formats.	E
Confident in taking responsibility and working autonomously.	E
Demonstrates good awareness of genomic medicine and/or research.	D
Contributed to health policy and practice.	D
Experience working across both primary and secondary care settings.	D

Expression of interest (EOI) instructions:

Please submit an EOI, outlining why you are interested in this role, your experience in working within communities and your aspirations to grow your professional skills and experiences. The EOI must also be accompanied with a CV and authorisation from your employer confirming their support for the proposed role.

Please send your EOI and CV to the NTGMS Health Equity Lead, Dr Shazia Mahamdallie, nt-gmsa@gosh.nhs.uk with the subject heading: *Community Engagement & Research Officer*.

If you have any queries or would like an informal conversation about the role, please contact Dr Fiona Calvert, nt-gmsa@gosh.nhs.uk.

Deadline for submission of applications is **9am 16th June 2025**.

Expression of Interest Form

Please email the completed form below and CV to nt-gmsa@gosh.nhs.uk with the subject heading: *Community Engagement & Research Officer*.

The deadline for submission is 9th June 2025

1. Applicant details

Name:

Email address:

Employer name:

Job title:

2. Please tell us why you are interested in this role and the skills, experience and unique perspective you would bring to the position. (maximum 400 words).

3. Please tell us about your experience in working with population groups and local communities. In your answer describe how you could apply your skills and experience to benefit resource development and health outcomes across the NTGMS region (maximum 400 words).

4. Finance	
The NTGMS can provide funding to cover salary costs at the corresponding NHS spine point	
Applicant current agenda for change banding (equivalent):	Total cost requested (including oncosts):
Number of days proposed to undertake this position (job share option available):	

5. Supporting statement from your senior manager	
I can confirm my full support for the above applicant and agree to:	
<ul style="list-style-type: none"> • Release the applicant from their clinical commitments for the proposed time • Support the applicant to expand their role in genomic medicine 	
Name:	Position:
Telephone number:	Email contact:
Signature & date:	

6. Applicant CV
Please attach applicant CV (maximum of two pages).