



AQUARIUS POPULATION HEALTH

Transforming health,
for everyone

ASSOCIATE

Ref: RA8

Job Title

Associate (RA8)

About Us

Aquarius Population Health is a fast-growing and dynamic healthcare consultancy based in Kings Cross, London but working on healthcare projects globally. We are now considering applications from non-UK based candidates for remote permanent positions. The team is searching for like-minded colleagues who are as driven as we are to make a difference in their work, and who are as inspired by our vision, *Transforming Health, for Everyone*.

Our defining mission is, “To generate the evidence required to inform rational healthcare decisions”. This means that we not only attract people who have an excellent track record in delivering great results, but also those who can demonstrate agility and creativity in their thinking – and who are willing and able to work closely with the wider team to optimise our impact. If this resonates with you and you can demonstrate what sets you apart, then you could make a real difference at Aquarius.

The team consistently reports that the work they do is stimulating and continually expands their horizons as they learn new skills and knowledge. Our clients and collaborators come from the broad spectrum of life-science organisations, from innovative start-ups to the very largest multinationals. We work on projects spanning medtech, pharma and service delivery, collaborating with industry partners, healthcare providers, charities, academia and government. Efficient evidence generation manifests through five focus areas, to which all members of the team can actively contribute, regardless of specialism: economic evaluation, interactive decision tools, market evidence & insight, pathway mapping & micro-costing, writing & communication.

If you are passionate about delivering excellent results, working in and leading a talented team, being flexible and dynamic and contributing to the growth of a company that is doing good in the world, we want to hear from you.

Job description: summary

We are recruiting a highly motivated, experienced and enthusiastic individual for an Associate role. This is a full- or part-time permanent post to help us grow and expand the work we offer. Though we have successfully transitioned to remote working, our offices are based in Tileyard near King’s Cross, London, and we may open them up again as and when it is safe and appropriate to do so. We are now considering applications from non-UK based candidates for remote permanent positions or long term contracts (eg 12+ months, depending on jurisdiction). Please note we are **not** considering short term contracts for this role.

The successful candidate will contribute to a wide range of projects. The right person will be experienced and knowledgeable about different analytical and critical thinking approaches and will be able to conduct technical analyses independently with advice from senior staff. The types of activities will depend on the skill set and experience of the candidate, but could include: planning and conducting data analysis and preparing outputs, conducting statistical analysis, creating surveys and analysing results, programming, qualitative research (planning, conducting research including semi-structured interviews with clinicians, policy-makers and other stakeholders, and analysing results), writing, data identification (e.g. literature searching and evidence synthesis), user testing, audits, and much more.

Candidates with a PhD or MSc and relevant working experience in a relevant field will be considered for this position. The successful candidate will be responsible for, and contributing to a wide variety of projects. They will be working with clients, external collaborators, internal colleagues and the Managing Director. There will be many opportunities to learn skills and gain knowledge of a wide range of approaches to support the work we do and grow our offering. They will have opportunities to be actively involved in the sales process and growing our client base and revenue.

Pending a lifting of restrictions, there are possibilities for national/international travel on projects and presenting results at conferences/workshops. We continue to do this activity remotely so there are great opportunities for exposure and growth in this direction.

The successful candidate will be passionate about delivering excellent results while managing their work in an efficient and professional manner.

Key responsibilities

- Plan, design and conduct original health research
- Conduct quantitative analytical work including health economic models, data analysis, decision tools and a wide range of other research/consultancy activities
- Conduct reviews and evidence synthesis to feed into the economic models and other analyses
- Contribute to our qualitative work including survey design and analysis, qualitative and market research, writing discussion guides, conducting semi-structured interviews with clinicians, policy-makers and other stakeholders, patient pathway mapping and validation, design and user testing of our tools, and other activities
- Manage successful project planning and delivery including day-to-day management, working on multiple projects against tight deadlines, with our core team and external collaborators
- Contribute to proposals, grant applications, peer-reviewed journal articles, HTA submissions, reports and presentations
- Present findings to clients/collaborators, external audience, both in print and oral form
- Contribute to the growth of Aquarius, achieving our business goals
- Support on developing our internal tools
- Manage client and collaborator relationships
- Manage and train junior staff
- Support the team on administrative tasks as needed
- Contribute to acquiring new clients and generate new revenue for Aquarius
- Contribute to our internal resources and knowledge base

Person specification

- Excellent communication skills (written and oral) with people across all levels of expertise
- Highly motivated, ambitious, enthusiastic and committed with a strong client focus
- Able to work independently and in a team
- Strong leadership and people management skills including client relationship abilities, and/or the interest to develop these skills
- Multitasking and time management skills and experience
- Able to work under pressure to tight timelines
- Flexible and able to adapt easily and innovate
- Curious and interested in acquiring new knowledge and skills
- Creative, and solutions-focused
- A real problem-solver
- Detail-oriented
- Excellent work ethic and integrity
- Ability to network

As a small consultancy, all members of the team are expected to work on multiple ongoing projects and manage their workloads. They are also expected to make a positive contribution to the growth and success of Aquarius.

Experience and skills

	Required	Desired
A strong interest in health, healthcare, and medical decision problems	✓	
Conducting quantitative analyses, interpreting results and presenting findings	✓	
Conducting literature reviews and synthesising/summarising evidence	✓	
Strong numeracy skills including manipulating data and conducting analyses in Microsoft Excel	✓	
Technical writing skills (peer-reviewed publications, proposals/grants, reports)	✓	
Ability to develop and maintain healthy and productive relationships with clients, collaborators and the internal team	✓	
Experience in project management and delivering results successfully to deadlines; demonstrated ability to prioritise	✓	
Statistical/econometric analysis and interpretation: designing analyses, interpreting results, and using at least one of the following software/languages: R, STATA, SAS, SPSS		✓
Knowledge and experience of health economic evaluations, economic modelling and costing health services		✓
Experience in conducting qualitative and/or market research, e.g. interviewing, and any qualitative software, e.g. NVivo, Atlas, etc.		✓
Programming in any language, e.g. Java, C/C++, Python, etc.		✓
Knowledge of the UK health care system and data sources		✓
Awareness of UK/International health policy		✓
Experience working in a consultancy or as a consultant		✓
Experience of HTA submissions		✓

Qualifications

- PhD/MSc in Health Economics, Data Science, Business, Mathematics, Biostatistics, Public Health, or related quantitative/qualitative field, or BSc/BA with equivalent experience and skills
- Previous and proven post-graduate experience
- Fluency in English (written/oral) essential

Salary

Competitive and negotiable based on qualifications and experience. We offer ongoing personal and professional development and other benefits.

Our work

We have five primary focus areas, to which all members of the team can actively contribute.



Our independent consultancy delivers key insight to drive evidence-based decision making in healthcare delivery and patient care. We specialise in evaluating the value of implementing healthcare products and services. As part of our work, we develop bespoke solutions to address our clients' and collaborators' needs and unique challenges. We aim to:

- Put enhancing people's health and wellbeing at the centre of what we do
- Collaborate with clients across industry, universities, health charities and government
- Support innovation and adoption of healthcare products and services
- Contribute to national and international health policy
- Lead on novel academic and grant-funded research projects
- Develop insight from complex data
- Use creative approaches in seeking solutions, and always consider the bigger picture
- Communicate key messages about the value of healthcare in a meaningful way to diverse audiences
- Develop strong relationships, and we work with people who feel the same way

Please see our [website](#) for more information and details about the work we do.

Benefits of working with Aquarius

As a company, we value and reward loyalty, creativity and originality. We believe in supporting people as they develop, and staff have a core learning and training plan as part of their role. Aquarius also offers a range of perks including a fun and rewarding office/remote working environment with an international team, flexible hours, remote or part-time working, and a reward scheme for bringing in new clients/projects and successfully delivering projects. Well-behaved dogs are welcome to join Teddy, our Wellbeing Officer, in the office.

Location of the job

This position is offered on a remote working basis so applicants will need access to an appropriate remote working environment.

For appropriately located applicants there will in future be the possibility to work at our offices in Kings Cross, London. Our offices are currently closed and this status is under constant review.

[Tileyard Studios](#) is a vibrant and friendly hub for entrepreneurs and the creative sector including many famous musicians and brands, and has an excellent [café](#), [brewery](#), and [health & well-being centre](#) on site. There are regular free music and social events in the café and brewery. It is within easy walking distance to King's Cross/St Pancras/Euston/Camden with a car/shuttle service to King's Cross throughout the day. We are part of the wider [King's Cross development](#), a new part of the city being transformed into an exciting place to be with homes, shops, offices, galleries, bars, restaurants, sports and leisure activities, schools, and even a university. There are easy links to the rest of London, the UK, and the rest of Europe/the world with the Eurostar at St Pancras and five London airports easily accessible with public transport.

How to apply

To apply, please visit <http://aquariusph.com/careers/submit-your-cv/> to submit your **cv** and **cover letter** online with the reference **RA8**. Please name your file First Initial(s) Surname_letter, e.g. A Markov_letter. In your cover letter, please detail:

- Why you are the right person for the job, and **specifically** describe how you meet each item on the list of experience and skills.
- When you would be able to start.
- How you heard about the position.

This cover letter is an **essential** part of the selection process to help us understand if you are the right person for the job. If you do not include it and answer the above points, you will not be considered for the job.

Closing date

We are considering candidates on a rolling basis with opportunities to start **immediately**.

