



PhD Scholarship - School of Nursing, Psychotherapy & Community Health

Applications are invited from suitably qualified candidates to join a four-year programme of research, entitled 'Co-producing actionable knowledge to strengthen cultural humility in Irish mental health services'. The research aims to co-produce an optimised model of cultural humility in mental health care, which is context responsive, implementable, and measurable. The appointed PhD candidate will be hosted in the School of Nursing, Psychotherapy & Community Health, Dublin City University and work under the supervision of the Principal Investigator Dr. Rebecca Murphy (DCU). Other members of the interdisciplinary and internationally esteemed research team include Prof Dawn Edge, Dr. Pat Bracken, Dr. Jon Salsberg, Prof Kwame MacKenzie, and Dr Byron Powell.

We currently have a unique opportunity for the right candidate to avail of a full time PhD Scholarship incorporating an annual tax-free stipend of €19,000 for 4 years plus payment of EU tuition fees for 4 years, and laptop. Travel to training, conferences and activities of the research will also be supported.

Project Background

International evidence demonstrates that ethnic minority populations disproportionately experience mental health difficulties. Despite their increased mental health needs, evidence also indicates ethnic minority populations experience inequitable access to and quality of mental health care. Once a country of mass emigration, Ireland is now experiencing an era of superdiversity. However, our mental health system remains predominantly designed and delivered for the White Irish ethnic majority. This contravenes international human rights legislation and national mental health policy which mandate equity in mental health provision and, to achieve it, the implementation of empowering, culturally responsive, and rights-based mental healthcare.

To date, efforts to mitigate the inequities experienced by ethnic minorities have focused on mental health practitioners' cultural competency. Whilst improving practitioners' knowledge and attitude in the short-term, negligible evidence exists about cultural competency's ability to induce long-term impact on practitioner behaviour, system change, and health outcomes. For these reasons, evidence indicates that it is insufficient when solely implemented and the complementary approach of cultural humility is also needed. However, there is an absence of

research which fully conceptualises and operationally defines cultural humility, impeding its practical implementation and evaluation in mental health systems.

The proposed research will begin the work required to reduce this evidence-practice gap by implementing Community Based Participatory Research (CBPR) to co-produce an optimised model of cultural humility in mental healthcare, which is context responsive, implementable, and measurable.

Epistemologically informed by CBPR and theoretically grounded by implementation science, the research is organised into four distinct but complementary work packages. The four work package objectives are:

1. To conduct community based participatory research in which knowledge end users are genuine collaborators in the design, conduct, and dissemination of the research
2. To assess the implementation climate's capacity and receptivity to integrate cultural humility in mental health services.
3. To delineate and develop consensus on the essential components and quality indicators of a culturally humble model of mental health care
4. To create strategic implementation guidance in support of strengthening cultural humility in mental health

Person Specifications

Minimum Criteria

- Have an Upper Second Class (2.1) honours degree (or equivalent).
- Have experience of qualitative and/or quantitative research methodologies.
- Demonstrate themselves to be highly motivated, with strong organisational, interpersonal and (oral/written) communication skills.
- Recognise the value of PPI (public and patient involvement) in research and be willing to work with people with lived experience of attending mental health services.

Desirable Criteria

- Candidates who satisfy the minimum criteria and who also identify as members of an ethnic minority population are especially welcome to apply.
- A Master's degree or other post graduate qualification in a relevant subject and/or research area is an advantage.
- Experience working/conducting research with normatively excluded populations.
- Previous experience in health-related research would be beneficial to the post.
- Have presented their research findings, either at national/international conferences or in peer-reviewed journals.

Following an initial selection process, the appointed PhD candidate will develop, in collaboration with supervisors, a detailed research proposal focused on a distinct aspect of the described research programme (to be decided in collaboration with supervisors) to be submitted to DCU

and that would be subject to the applicant meeting the full requirements for admission to doctoral studies at DCU.

Application Process

Applications to include CV, covering letter (demonstrating how you fulfil the essential and desirable criteria), and the contact details of two referees should be sent, via e-mail (in word or PDF only, combined in a single document) to Dr. Rebecca Murphy at becca.murphy@dcu.ie.

Closing date for receipt of applications is Sunday, February 19th 2023.

We reserve the right to re-advertise or extend the closing date for this post.

Shortlisted candidates will be invited to interview

Informal Enquiries in relation to this role should be directed to:

Title. Dr. Rebecca Murphy, School of Nursing, Psychotherapy & Community Health,
Dublin City University.

Phone + 353 (0)1 7007152

Email: becca.murphy@dcu.ie

Qualifications/eligibility may not be verified by Dublin City University until the final stage of the process. Therefore, those candidates who do not possess the eligibility requirements, and proceed with their application, are putting themselves to unnecessary effort/expense and will not be offered a position from this campaign. An invitation to interview or any element of the selection process is not acceptance of eligibility.