

## EDUCATION

---

|                                                                                                         |                    |
|---------------------------------------------------------------------------------------------------------|--------------------|
| <b>Ph.D. St George's University of London</b><br>Topic area: Gender, social inclusion and mental health | <b>2016 - 2020</b> |
| <b>2:1 BSc Psychology, Cardiff University</b>                                                           | <b>Jul 2010</b>    |
| <b>A Levels: Psychology (A), Business (A), English (B), Critical Thinking (B)</b>                       | <b>Jul 2006</b>    |

## EMPLOYMENT

---

|                                                                                                                                                                                                                                                                                                                                                                                              |                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|
| <b>Senior Research Associate/Freelance research and evaluation consultant</b><br>Providing research and evaluation expertise and capacity for a range of clients across NHS, start-ups, Universities and non-for-profit organisations. This includes scoping and writing plans for incoming evaluations, delivering evaluations, and providing support for analysis and write-up of outputs. | <b>April 2025-present</b> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                            |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| <b>Research Leader (Health and Care), RAND Europe, Cambridge</b><br><ul style="list-style-type: none"><li>Research, evaluation and analysis of health and social care policy priorities incl. health service improvement and innovation with an interest in mental health and women's health</li><li>Project management and leadership on multiple projects</li><li>Writing bids for tenders/ grants with varied clients (small, medium and large-scale)</li><li>Mentorship of junior staff including pastoral and methodological/competency development</li><li>Managing client relationships and business development</li><li>Leading the organisation's Women's Health portfolio and strategy</li><li>Membership and coordinator of the <a href="#">Cambridge Centre for Health Services Research (CCHSR) collaboration</a></li></ul> | <b>Jan 2025-April 2025</b> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|

### ***Selected projects***

NIHR [evaluation of the Thalidomide Health Grant](#) (co-Principal Investigator for the bid and first year of project)

A 2-year evaluation of the government's health grant to support thalidomide survivors as they age. Key questions are around the evolving needs of this group and the extent to which adjustments are required to the current needs assessment and grant distribution.

NIHR [Early Evaluation of Women's Health Hubs](#) (Researcher)

A rapid evaluation of Women's Health Hubs – a key part of the Women's Health Strategy. The evaluation report produced presents an overview of hubs through: a mapping of the first 17 hubs; interviews with stakeholders at varying levels and organisations; case study methods. The report has been used in government guidance to support implementers and commissioners.

NIHR [Drug Strategy Investment in Treatment and Recovery \(D-SITAR\) Evaluation](#) (Housing project manager and overall qualitative lead): An evaluation of the government's 10-year drug strategy to transform services and improve the lives of people who use drugs and alcohol. A large multi-method study for the Department of Health and Social Care (DHSC) with a focus on service integration, housing, depot buprenorphine, workforce and lived experience recovery organisations.

|                                                                                                                             |                           |
|-----------------------------------------------------------------------------------------------------------------------------|---------------------------|
| <b>Senior Analyst (Health and Care), RAND Europe, Cambridge</b><br>Similar tasks to Research Leader position listed above   | <b>Jan 2023-Dec 2024</b>  |
| <b>Analyst (Health and Care), RAND Europe, Cambridge</b><br>Research, evaluation and analysis of health and care priorities | <b>Jan 2020- Dec 2022</b> |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                            |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| <b>Research Institute Manager, Population Health Research Institute (PHRI)</b><br><b>St George's University of London</b><br><ul style="list-style-type: none"><li>Maintained, developed and promoted the Institute's programme of research</li><li>Supported business management and development including financial proposal writing</li><li>Developed and implemented University policies and strategies</li><li>Organised and ran departmental meetings and seminar meetings</li></ul> | <b>Dec 2017 – Nov 2018</b> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                            |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| <b>Research Assistant (PHRI), St George's University of London</b><br><i>NIHR Development and Validation of a Measure of Social Inclusion (SInQUE)</i><br><ul style="list-style-type: none"><li>Quantitative (tool development) and qualitative (interviews and focus groups) data collection and analysis with people with a diagnosis of severe mental illness and healthcare practitioners</li><li>Overall project management (including setting up steering groups, running workshops and reporting to funder)</li></ul> | <b>Aug 2015 – Nov 2017</b> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|

|                                                                                                                                                                                                                                                                                                                                                                                                                                |                            |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| <b>Research Assistant and Field Team Lead, Department of Old Age Psychiatry, IoPPN, King's College London</b><br><ul style="list-style-type: none"><li>Project managed and oversaw research activities including the collection of psychometric and biological data</li><li>Led a team of research assistants across a portfolio of studies (clinical trials, longitudinal biomarkers study, brain donation program)</li></ul> | <b>Jan 2012 – Aug 2015</b> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|

- Recruited older adults from GP practices and supported them through clinical trial participation

**Several Research Assistant and voluntary posts including at the Brain and Mind Research Institute (Sydney University), Centre for Eating and Dieting Disorders (Boden Institute, Sydney, Jan – Jun 2011), and Cardiff Memory Team, Llandough Hospital (Cardiff and Vale NHS Trust, Sep 2008 – Sep 2009). Other positions available on request.**

## SKILLS

---

**Research skills:** Experienced qualitative researcher with mixed methods and quantitative skills. Confident in designing and running projects on complex interventions and policies. Proficient data collector with skills in interviewing vulnerable groups, patients, healthcare stakeholders and running focus groups and workshops. Qualitative analysis skills using software packages (Nvivo QSR, MAXQDA), synchronising approaches across multiple analysts and work packages for large projects. Quantitative skills include tool development, surveys and data analysis using SPSS.

**Impact:** A record of developing outputs with demonstrated impact and value for decision-makers, clinicians and service users, including the government's use of findings from an evaluation of women's health hubs in guidance for implementation across England.

**Communication:** Research, clinical and stakeholder engagement experience in NHS and third sector settings with clinicians, managers, patients and vulnerable groups with varying needs and conditions. This includes facilitating inpatient and outpatient group therapy on memory, recovery and wellbeing for older age adults. Numerous paid and voluntary positions supporting initiatives for equality and inclusion, patient and public involvement, and access and quality in clinical care.

**IT:** Proficient in Microsoft Office (Word, Excel, PowerPoint, and Access), budgeting and project management software, and analysis packages. Currently learning about ethical and rigorous ways of incorporating AI-supported technologies in research activities.

**Personal:** Highly organised, reliable, proactive and able to work at a fast pace, managing competing priorities and projects to meet deadlines under pressure. Valued for interpersonal and communication skills, support of others, friendliness and adaptability. Gets enjoyment from the social aspects of team working, as well as working independently and identifying solutions without the need for regular supervision.

## SELECTED PUBLICATIONS

---

- Proffitt, E., Bousfield, J., Cockburn, N., Rogers, C., Jackson, L., Ncube, N., Munro, H., Ali, I., Pooke, V., Stevens, R., Hall, J., Davda, P., Holland, L., Coldham, T., Vincenti, O., Heera, N., Kyeremeh, M., Stephenson, J., & Taylor, B. (2026). Commissioning for women's reproductive health in ICBs in England since the Women's Health Strategy 2022 [Policy briefing report]. University College London. [https://www.ucl.ac.uk/health/sites/health/files/2026-08/Commission%20Report%20FINAL%20%281%29\\_0.pdf](https://www.ucl.ac.uk/health/sites/health/files/2026-08/Commission%20Report%20FINAL%20%281%29_0.pdf)
- Sharp, K., Bousfield, J., Adams, A., Dawney, J., Grosso, A., Phillips, W. D., Strang, L., Morley, K. I., Bostock, J., Jones, A., Kalk, N., Ling, T., Millar, T., Neale, J., Strang, J., Sussex, J., & Newbould, J. (2026). Implementation and early impacts of the Housing Support Grant in England (Research Report RR-A4735-2). RAND Corporation. <https://doi.org/10.7249/RR-A4735-2>
- Daniel, K., Bousfield, J., Hocking, L., Jackson, L., & Taylor, B. (2025). Community Women's Health Hub models in England: a mixed methods evaluation. *BMC Primary Care*, 26(1), 398.
- <https://link.springer.com/article/10.1186/s12875-025-03037-z>
- Daniel, K., Bousfield, J., Hocking, L., Jackson, L., & Taylor, B. (2024). Women's Health Hubs: a rapid mixed-methods evaluation.
- Litchfield, I., Glasby, J., Parkinson, S., Hocking, L., Tanner, D., Roe, B., & Bousfield, J. (2023). "Trying to Find People to Fit the Tech...": A Qualitative Exploration of the Lessons Learnt Introducing Artificial Intelligence - Based Technology into English Social Care. *Health & Social Care in the Community*, 2023(1), 9174873.
- Ellins, J., Hocking, L., Al-Haboubi, M., Newbould, J., Fenton, S. J., Daniel, K., Bousfield, J., ... & Mays, N. (2023). Implementing mental health support teams in schools and colleges: the perspectives of programme implementers and service providers. *Journal of Mental Health*, 1-7.
- Parkinson, S., Bousfield, J., Millar, R., George, J., & Marjanovic, S. (2022). Communicating research evidence to boards in health and care organisations: A scoping study. *Rand health quarterly*, 9(3).
- Hocking, L., Bousfield, J., Gkousis, E., Morley, K., & Sussex, J. (2021). A guide for Integrated Care Systems and Sustainability and Transformation Partnerships.
- Bousfield, J. W. (2020). Gender and social inclusion in individuals with schizophrenia or schizoaffective disorder (Doctoral dissertation, St George's, University of London).

## COURSES & ACHIEVEMENTS

---

- **Skills & knowledge courses:**
  - Business Development (RAND Europe, 2024)
  - Mentorship (RAND Europe, 2023)
  - Politics, economics and social policy (Cambridge University, 2018)
  - Provider/facilitator of course on Sexual Consent and Bystander Training (St George's University of London, September 2017).
- **Methodological courses:**
  - Core research programme, RAND Europe (2020 – 2024)
  - Research on Women's Mental Health (King's College London, June 2017)
  - Mixed Methods in Health Research (Oxford University, 5-Day course, April 2017)
  - Focus Groups (Oxford University, Nov 2016) and Qualitative Data Analysis (Surrey University, May 2016).

- **Key events:**
  - Organisation and facilitation of a successful in-person event on Women's Health, attended by leaders across multiple sectors, including securing speakers, writing the agenda and panel questions, delivering opening speech and moderation of panel sessions (Sep 2024)
  - Invitation to House of Commons events on Women's Health relating to Women's Health Hubs and gynecology waiting times (2023, 2024).
- **Workshops & presentations:**
  - Running workshops on health inequalities in Women's Health Hubs at an East of England NHSE event for Integrated Care Boards (Nov 2024)
  - Panel speaker at the Women's Health Innovation Summit (London, 2024)
  - Presenter – talk on integration in women's health, HSRUK Conference (Birmingham, July 2023)
  - Presenter – mental health and social inclusion, ENMESH Groningen conference on mental health and social policy (October 2017)