



Job title	Rights Lab Research Associate/Fellow in Modern Slavery Risks and Impacts	Job family and level	R&T level 4 (research focus)
School / Department	The Rights Lab (Beacon of Excellence) and the Faculty of Social Sciences	Location	Highfield House, University Park Campus

Purpose of role

This role is part of the University’s Rights Lab, a Beacon of Excellence that is delivering research to help end modern slavery. The role-holder will work alongside Vicky Brotherton, Nicola Wright and a team of multi-disciplinary experts on a UKRI-funded multi-methods research project focused on the risks and impacts of COVID-19 on victims and survivors of modern slavery. Using a combination of qualitative and quantitative research methods, and working with a range of external partner organisations, the project will answer the question: ‘What are the risks and mitigating responses of COVID-19 for modern slavery survivors?’ The research findings will be used to inform policy responses to help ensure modern slavery survivors receive the necessary support during and after the pandemic.

The role-holder will contribute across all areas of the project work plan and will ideally have project management experience. Key roles and responsibilities include:

- Gathering large amounts of information from a wide range of sources, both on modern slavery and factors that cause vulnerability.
- Liaising with external partners and stakeholders to access information and data, and reporting back to them on project findings.
- Helping to design and administer surveys of varying scale.
- Synthesizing, analysing, interpreting and presenting results from both qualitative and quantitative datasets.
- Completing reports on evidence and analysis, to support the development and use of new risk assessment frameworks.
- Supporting the development of research publications and contributing to the writing of policy and research reports for various audiences.
- Developing and delivering knowledge exchange towards impact.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	<p>Research</p> <ul style="list-style-type: none"> • To gather, analyse and illuminate source material, and bring new insights to the research area. • To write up research work for publication. • To analyse data on relevant topics, towards a risk assessment framework that prioritises the risks identified through evidence-gathering. 	70%

	<ul style="list-style-type: none"> • To coordinate the operational aspect of research progress towards key milestones and contribute to collaborative decision-making with colleagues in the area of research. • To plan and manage own research activity and resolve problems, if required, in meeting own/team research objectives and deadlines in collaboration with others. • To plan, organise and deliver multi-stakeholder meetings, in line with research requirements. 	
2	<p>Collaborative working</p> <ul style="list-style-type: none"> • To build relationships with external contacts in order to gather data and to exchange information. • To work in collaboration with others in the research team to achieve the objectives and deadlines of the project. 	20%
3	<p>Dissemination and knowledge exchange</p> <ul style="list-style-type: none"> • To assist with briefings and other audience-specific material. • To assist with the arrangements for quarterly stakeholder events. • To represent the team at externally facing events and meetings. 	10%

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ A research background in political science, economics, sociology, geography, public health, health sciences, business and management studies, or related disciplines. ▪ Expertise in modern slavery and/or the factors that create vulnerability to exploitation. ▪ Excellent time management and organisational skills. ▪ Ability to manage a demanding workload and work to tight deadlines. ▪ Able to work collaboratively with different stakeholder groups including survivors, policy makers and NGOs. 	<ul style="list-style-type: none"> • Knowledge and first-hand experience of delivering multidisciplinary, team-based projects. ▪ Knowledge and experience of the academic/practitioner interface. ▪ Expertise in risk assessment.
Knowledge and experience	<ul style="list-style-type: none"> ▪ Experience with qualitative research methods for data collection and analysis. ▪ Experience of seeking and analysing evidence and data from varied sources. ▪ Track record of publications in a relevant area. ▪ Experience of delivering varied research projects and outputs. 	<ul style="list-style-type: none"> ▪ Experience with the coding of evidence. ▪ Experience with or willingness to learn quantitative methods of data analysis. ▪ Project management experience ▪ Experience of writing for a policy audience. ▪ Experience of engaging with modern slavery survivors or other vulnerable groups. ▪ Experience in working with non-academic partners.
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ A PhD in a relevant field (completed or close to completion). 	



The University of Nottingham is focused on embedding equality, diversity and inclusion in all that we do. As part of this, we welcome a diverse population to join our work force and therefore encourage applicants from all communities, particularly those with protected characteristics under the Equality Act 2010.

Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

- Valuing people** Is always equitable and fair and works with integrity. Proactively looks for ways to develop the team and is comfortable providing clarity by explaining the rationale behind decisions.
- Taking ownership** Is highly self-aware, looking for ways to improve, both taking on board and offering constructive feedback. Inspires others to take accountability for their own areas.
- Forward thinking** Driven to question the status quo and explore new ideas, supporting the team to "lead the way" in terms of know-how and learning.
- Professional pride** Sets the bar high with quality systems and control measures in place. Demands high standards of others identifying and addressing any gaps to enhance the overall performance.
- Always inclusive** Ensures accessibility to the wider community, actively encouraging inclusion and seeking to involve others. Ensures others always consider the wider context when sharing information making full use of networks and connections.

Key relationships with others

