



Job title	Rights Lab Research Associate/Fellow in Sustainable Ecosystems and Society	Job family and level	Research and Teaching Level 4 (Appointment will be Level 4 Career training grade where an appointment is made before PhD has been completed)
School/ Department	The Rights Lab (Beacon of Excellence) and the School of Geography	Location	University Park Campus

Purpose of role

This role is part of the University’s Rights Lab Beacon of Excellence, which is delivering world-leading research to help end modern slavery. Working as part of a multidisciplinary team, the role-holder will deliver research, stakeholder engagement, and impact within the Rights Lab’s Ecosystems and the Environment programme, which seeks to answer the question: how is environmental change interconnected with modern slavery?

The role-holder will work in a team led by Dr Jess Sparks to conduct quantitative, international research and engagement primarily focused on understanding the human costs of sustainable food by quantifying the risk of forced labour during the transition to sustainable food systems. They will locate, aggregate and quantitatively analyse large secondary datasets and contribute to the development of new data metrics and practice guidelines in collaboration with key government and civil society stakeholders. Other existing projects that the successful candidate may contribute to include: risk mapping sustainability threats in Chilean fisheries, carbon footprinting modern slavery, and a secondary data analysis of the relationship between forced marriage and climate change.

Expanding on this research, the role-holder is expected to disseminate research, recommendations, and outputs through academic articles, reports, and briefings; contribute to workshops and conferences; engage with stakeholders and develop strategic partnerships; develop resources for policy and practice reform; support uptake of evidence-based recommendations by practitioners and policy-makers.

The role-holder will also have the opportunity to shape a new research agenda moving forward based in the individual’s expertise and interests and in alignment with the programme’s research strategy. They will develop new funding applications and contribute to the writing of policy and research reports for various audiences. The person appointed will have the opportunity to use their initiative and creativity to identify new project areas. They will have a public-facing role and represent the team externally.

Working in the Rights Lab

The Rights Lab is the first large-scale research platform for ending modern slavery, and home to the world’s leading modern slavery experts. Our challenge-led, team-based approach to research fosters interdisciplinary collaboration between Rights Lab researchers representing 17 different disciplines from five different university faculties. The Rights Lab works closely with stakeholders in government, civil society, business, and intergovernmental institutions to deliver practically impactful research that speaks directly to the antislavery movement and those working in the field.

We are committed to ensuring our work is relevant, timely, responsive, accessible, and actionable. This is captured in our wide variety of collaborative projects and strong long-standing relationships with key players in the global and local antislavery movement(s), our curation and development of policy and practice resources (as well as academic outputs), and our responsive research agenda. We are also committed to inclusive, ethical, and survivor informed research, supported by our INSPIRE project and partnership with the Survivor Alliance.

Rights Lab early career researchers are supported to develop their academic, leadership, engagement, and impact skills. Flexible and personalised development and mentorship opportunities assists Rights Lab Research Fellows to build an international profile of research excellence and antislavery impact. This includes training and structured support for:

- Developing research skills and methods, including through mentorship, project delivery, and engagement in innovative methods projects.
- Academic leadership, including through practical skills development, senior mentorship, development of new projects and funding applications, and flexible scaling-up of project management and leadership over time.
- Building a funding profile, including training and in-house support for identifying funding and grant opportunities, developing new proposals, writing applications, and relevant skills for preparing and delivering funded projects, as well as opportunities to join collaborative bids.
- Publishing, including through collaboration with colleagues, mentorship, internal review and editorial support, and participation in rigorous research projects with academic and non-academic outputs as deliverables.
- Knowledge exchange and engagement, including through support for research ‘translation’, access to Rights Lab networks, participation in conferences and events, and delivery of collaborative projects involving external partners in academia, policy, and practice.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	Research <ul style="list-style-type: none"> • To plan and conduct research using recognised and experimental quantitative approaches, methodologies and techniques within the research area. • To gather, analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights to research area. • To write up research work for publication, resulting in successful research outputs. • To identify opportunities and assist in writing bids for research grant applications, with the preparation of proposals and applications to external bodies for funding purposes. • To coordinate the operational aspect of research progress towards key milestones and contribute to collaborative decision-making with colleagues in area of research. • To integrate various multidisciplinary research strands by enabling and coordinating collaborations. • To plan and manage own research activity and resolve problems, if required, in meeting own/team research objectives and deadlines in collaboration with others. 	70%
2	Collaborative working	20%

	<ul style="list-style-type: none"> To collaborate with academic colleagues, internal and external to the Rights Lab, on areas of shared interest, for example, grant development, collaborative research projects and policy engagement events. 	
3	<p>External engagement</p> <ul style="list-style-type: none"> To build relationships with external contacts in order to exchange information, form relationships for future collaborations and identify potential sources of funds and/or opportunities for collaboration. To represent the Rights Lab at externally-facing events and meetings. To develop and deliver relevant training and workshops. To plan, organise, and deliver multi-stakeholder events, in line with research requirements. To write blogs, reports, policy briefings and other audience-specific material. 	10%

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Proficiency with data management, cleaning, analysis, and visualization using R software. ▪ Proficiency with data management in Excel. 	<ul style="list-style-type: none"> ▪ Proficient in speaking and reading Spanish or Portuguese. ▪ A strong eye for detail and the ability to undertake tasks systematically and rigorously. ▪ Ability to manage a demanding workload and work to tight deadlines. ▪ Excellent communication, networking and interpersonal skills.
Knowledge and experience	<ul style="list-style-type: none"> ▪ A research background in the social dimensions of sustainability and/or sustainable food systems. ▪ Experience working across and with multiple disciplines. ▪ Experience with the transfer of knowledge and methods from one application area to another. ▪ A track record of academic publication on sustainability. 	<ul style="list-style-type: none"> ▪ Familiarity with life cycle assessment. ▪ Experience of developing new approaches, models, techniques, or methods in a relevant research domain. ▪ Previous success in gaining support for externally funded projects.
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ A PhD in a relevant field on the topic of sustainability, or a PhD 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

