



Job title	Research Fellow in Modern Slavery Prevention (Title will be 'Research Associate' where an appointment is made before PhD is completed)	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	School of Health Sciences	Location	B Floor, Medical School, Queen's Medical Centre

Purpose of role

The purpose of this role will be to contribute to a focussed programme of work on the prevention of harm to women and girls exposed to elevated risks of modern slavery and human trafficking. Working with the programme lead, the Research Associate/Fellow will show initiative and drive in conducting primary and secondary research in the pursuit of better support, protection and healthcare services for women and their babies. The post holder will be expected to undertake independent research as well as working as part of a team across the School of Health Sciences and the Rights Lab. This will include working to develop meaningful engagement with people and communities affected by exploitation and trafficking, working with and across health and wellbeing services, including maternal care; and, creating impactful outputs to support the wider anti-slavery system to develop and sustain prevention activities.

The role holder will have experience of qualitative and participatory approaches and methodologies and will be familiar with systematic reviewing/evidence syntheses. They will be attentive to issues of equality, diversity and inclusion in research and will be responsible for writing up their work in order to contribute to published outcomes.

The role holder will have the opportunity to use their initiative and creativity to identify areas for research, develop research methods and extend their research portfolio. The Research Associate/Fellow will be encouraged and supported to develop research independence with support of the School.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time of the post
1	Research Responsibilities: <ul style="list-style-type: none">▪ To support the development of a systematic review protocol, to help publish the protocol and contribute to a review of literature on the prevention of harm and risk of harm among women with maternal health needs▪ To contribute to a health economic assessment of the prevention of modern slavery/human trafficking▪ To support the development of engagement activities among members of the public and/or people with lived experience of modern slavery to guide the research programme▪ To maintain meaningful engagement in the programme among members of the public/survivors	70%

	<ul style="list-style-type: none"> ▪ To support a modified Delphi exercise to establish priorities and consensus on the prevention of harm to women and girls at risk of exploitation ▪ To help identify and examine case studies of preventative activity, exploring theories of change and systems of support ▪ Supporting the conduct, process and analysis interviews and focus groups in meeting the objectives above ▪ Writing up findings for reports, publications and other outputs ▪ To help plan and deliver a knowledge mobilisation strategy for the programme ▪ Presenting work to stakeholders to disseminate and mobilise knowledge as appropriate ▪ To analyse and illuminate data, bringing new insights to research area 	
2	Development Responsibilities: <ul style="list-style-type: none"> ▪ To contribute to the programme of work by developing independent ideas and plans for research ▪ Support the development of external/internal funding applications as and when appropriate and in collaboration with partners ▪ To build internal and/or external contacts to develop knowledge and understanding, forming relationships for future collaborations ▪ To co-ordinate the operational aspect of research networks, for example, arranging meetings and updating websites etc. and contribute to collaborative decision making with colleagues in area of research ▪ To collaborate with academic colleagues on areas of shared interest for example, course development, collaborative or joint research projects ▪ To contribute to the ongoing development and application of sound equity-oriented, diverse and inclusive research practice in the field and to share learning with stakeholders 	20%
3	Management and Administrative Responsibilities: <ul style="list-style-type: none"> ▪ To plan and manage own research activity and resolve problems, if required, in meeting own/team research objectives and deadlines in collaboration with others 	10%

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Qualitative research skills such as in-depth interviewing and conducting focus groups ▪ Systematic reviewing/evidence syntheses skills ▪ Excellent oral and written communication skills, including the ability to communicate complex information clearly ▪ The ability to creatively apply relevant research approaches, models, techniques and methods including participatory methods ▪ Analytical ability to facilitate conceptual thinking and theoretically-informed research 	<ul style="list-style-type: none"> ▪ Consensus-building skills online or face to face (for a modified Delphi) ▪ Ability to assess and organise resource requirements and deploy effectively ▪ Ability to foster a more equal, diverse and inclusive research culture and commitment to learn in others ▪ High analytical ability to analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights ▪ Ability to work with supporting software such as EppiReviewer,

	<ul style="list-style-type: none"> Ability to build relationships and collaborate with others, internally and externally 	EppiMapper and/or experience of building and maintaining websites
Knowledge and experience	<ul style="list-style-type: none"> Evidence of sufficient breadth or depth of research methodologies and techniques to work in research area Some practical experience of applying the specialist skills approaches and techniques required for the role e.g. working with marginalised people and/or survivors of abuse/exploitation Prior experience of publishing research in reports or journals 	<ul style="list-style-type: none"> Experience of working cross culturally, either in contexts outside of the UK or with minoritised populations in the UK Experience of applying for research funding Experience of working with stakeholders including policy and practice partners to effect change Prior involvement in health economics assessment
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> PhD (or close to completion) in social sciences, health sciences or applied health research OR the equivalent in professional qualifications and experience in research area 	<ul style="list-style-type: none"> Master's Degree, or equivalent in relevant subject area.



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 friendly, engaging and receptive, putting others at ease. Actively listens to others and goes out of way to ensure people feel valued, developed and supported.
Taking ownership	Is clear on what needs to be done encouraging others to take ownership. Takes action when required, being mindful of important aspects such as Health & Safety, Equality, Diversity & Inclusion, and other considerations.
Forward thinking	Drives the development, sharing and implementation of new ideas and improvements to support strategic objectives. Engages others in the improvement process.
Professional pride	Is professional in approach and style, setting an example to others; strives to demonstrate excellence through development of self, others and effective working practices.
Always inclusive	Builds effective working relationships, recognising and including the contribution of others; promotes inclusion and inclusive practices within own work area.

Key relationships with others



