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| Job title  | Post-Doctoral Research Fellow | Job family and level | Research Level 4 |
| School/Department | School of Sociology and Social Policy | Location | Based at University Park Campus, though it will also be necessary to travel to Leeds (or to live in or near Leeds if preferable).  |
| Purpose of roleThe post holder will work with Professor Stephen Farrall and Dr Jason Warr as part of a research project funded by the Leverhulme Trust. The aim of the research is to understand the different processes which may be involved in desistance for people from three different ethnic groups living in one city (most probably Leeds). The project will explore and contribute to each of the following research themes:* How processes of desistance vary by ethnicity
* The role of religion in desistance
* The role of local culture in shaping desistance processes
* The geography of desistance
* The role of probation supervision in desistance.

Studies of desistance from crime (the processes by which individuals cease committing crimes) have progressed enormously in the past 20 or so years. Implications for theories and policy work have emerged from various research studies. However, despite these advances in our understanding, we still know very little about the processes by which individuals from minority ethnic and racialised groups stop offending. Those studies which have been undertaken suggest that processes of desistance may operate differently for some ethnic minority groups. Yet, these studies have been based on small samples, rely on ‘one-off’/retrospective interviews, with no follow-up interviews. This project will establish a study of the processes by which some of the UK’s most numerous ethnic minority groups cease offending. We aim to interview:* 40-50 British Asian people
* 40-50 Black British/Caribbean
* 40-50 White British people

Two full-time posts are available from the 1st September 2024 until the 28th February 2027. An illustration of Prof Farrall and Dr Warr’s interests can be found in these key publications:Farrall, S., Gray, E. and Jones, P. M. (2024) *Life-Courses, Social Change and Politics: Evidence for the Role of Politically-Motivated Structural-level Influences on Individual Criminal Careers.* **Criminology and Criminal Justice**. <https://doi.org/10.1177/17488958221126667>Farrall, S., Sharpe, G., Hunter, B. and Calverley, C. (2011) *Theorising Structural and Individual-Level Processes in Desistance and Persistence: Outlining an Integrated Perspective*, **Australian and New Zealand Journal of Criminology**, 44(2):218-34. <https://doi.org/10.1177/0004865811405136>Warr, J. (2022). *Whitening Black Men: Narrative Labour and the Scriptural Economics of Risk and Rehabilitation*. **British Journal of Criminology**, 63(5):1091–1107. <https://doi.org/10.1093/bjc/azac066>Herrity, K., Schmidt, B. E., & Warr, J. (2021). K. Herrity, B. E. Schmidt, & J. Warr (Eds.). Sensory Penalities: Exploring the Senses in Spaces of Punishment and Social Control. Emerald Publishing Limited. <https://doi.org/10.1108/9781839097263> |
|  | Main responsibilities(Primary accountabilities and responsibilities expected to fulfil the role) | **% time** **per year** |
| 1 | **Theoretical engagement and development**To engage with and critique existing research and literature pertaining to desistance and rehabilitation, the pressures faced by, and the specific experiences of people who are rejoining society after a period of imprisonment, especially with regards to those from ethnic minorities. To work with the research team in the development of findings, theories and the research design.  | 20 |
| 2 | **Data production and analyses**To contribute to qualitative data collection (interviews and follow-up interviews) as part of the team and individually. To also be proactive in liaising with key partners and stakeholders in Leeds.  | 65 |
| 3 | **Writing and publication**To support the planning of publications from the project.  | 10 |
| 4 | **Research sustainability** To contribute ideas regarding future research developments following completion of the project.  | 5 |

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| Person specification: POST-DOCTORAL RESEARCH FELLOW (Level 4) |
|  | **Essential** | **Desirable** |
| **Skills** | * Ability or very clear potential to produce theoretically informed work across disciplinary boundaries
* Ability to collect qualitative data (via 1 to 1 interviews)
* Ability to contribute to analyses and writing up of qualitative data
* A very high level of organisational skills
* An empathetic approach to interviewing
 | * Experience of researching sensitive issues and/or of engaging with difficult research topics
* A track record of academic work (ideally in criminology OR studies of ethnicity or related fields of study) and experience commensurate with career stage
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| **Knowledge and experience** | * Qualitative 1 to 1 research interviewing experience
* Experience of analysis of qualitative data sets
* An understanding of debates and research relating to desistance from crime/rehabilitation OR with regards to any aspect of ethnicity and related fields
 | * Experience of working or researching within the criminal justice system (or lived experience of the criminal justice or allied systems) OR experience of studying ethnicity
* Recent experience of working with marginalized communities
* The recent successful completion of empirical fieldwork
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| **Qualifications, certification and training (relevant to role)** | * Appropriate academic qualifications in the social sciences or cognate disciplines
 | * Appropriate academic qualifications and/or the near-completion of a doctorate (which must have been completed by the start of employment) in a relevant social science discipline or equivalent experience
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| Athena SWAN Silver Award logo | 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. |

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| 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. |
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