



Job title	Research Associate/Fellow in Antislavery and Anti-trafficking Governance	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	Rights Lab, Faculty of Social Sciences	Location	Highfield House, University Park

Purpose of role

The purpose of this role will be to support the Rights Lab's Law and Policy Programme to deliver research projects focused on antislavery and anti-trafficking governance, focusing on both the design and implementation of legal and policy framework and the operation of justice systems. The role holder will work collaboratively as part of an interdisciplinary team, as well as undertaking independent research, using legal and social science approaches, methodologies, and techniques. They will be responsible for writing up research findings to published outputs for academic and non-academic audiences.

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 within the broad thematic area of anti-trafficking and justice systems. They will have a public-facing role and represent the team externally.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	To plan and conduct research using recognised approaches, methodologies and techniques within the research area and support the development of research objectives and proposals for own and/or collaborative research area.	50%
2	To analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights to research area.	20
3	To contribute to writing up research findings for publication.	10%
4	To assist with the preparations, proposals and applications to both external and/or internal bodies for funding, contractual or accreditation purposes.	2.5%
5	To build internal and/or external contacts to develop knowledge and understanding, forming relationships for future collaborations.	2.5%
6	To provide guidance as required to support staff and students, where appropriate in own area of expertise.	5%

7	To collaborate with academic colleagues on areas of shared interest for example, course development, collaborative or joint research projects. .	5%
8	To plan and manage own research activity and resolve problems, if required, in meeting own/team research objectives and deadlines in collaboration with others.	5%

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> Ability to build relationships and collaborate with others, internally and externally Developing research skills, with the ability to creatively apply relevant research approaches, models, techniques and methods Strong oral and written communication skills, including the ability to communicate with clarity on complex information Ability to analyse and illuminate data, interprets reports, evaluate and criticise texts and bring new insights Strong time management and organisational skills 	<ul style="list-style-type: none"> Professional competency in a second language Experience and/or training using NVivo software Experience and/or training in using Microsoft Excel for data analysis and/or statistical analysis software (e.g., STATA, SPSS, R) Ability to contribute to the improvement of socio-legal research methods Ability to foster a research culture and commitment to learn in others. Analytical ability to facilitate conceptual thinking, innovation and creativity
Knowledge and experience	<ul style="list-style-type: none"> A research background in modern slavery, forced labour, human trafficking, criminal justice, human rights, sustainable development, or other relevant subject Experience analysing legal and policy frameworks A track record of publication on relevant topics Evidence of sufficient breadth or depth of research methodologies and techniques to work in research area 	<ul style="list-style-type: none"> A research background in modern slavery, forced labour, or human trafficking Knowledge and experience of the academic/practitioner interface, including hands-on experience working with relevant stakeholders Experience conducting and analysing qualitative interviews Experience conducting and analysing mixed methods surveys Experience conducting empirical case file reviews Some practical experience of applying the specialist skills, methods, and techniques required for the role
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> A PhD in Law or related subject (or studying towards), or equivalent professional experience in relevant roles 	<ul style="list-style-type: none"> Undergraduate Degree in Law or related subject Master's Degree or JD in Law or equivalent in relevant subject area.
Statutory, legal or special requirements		



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



