



<b>Job title</b>	Rights Lab Research Associate/Fellow in Anti-Trafficking and Religion	<b>Job family and level</b>	Research and Teaching Level 4
<b>School/Department</b>	Rights Lab, Faculty of Social Sciences	<b>Location</b>	Highfield House, University Park

## Purpose of role

This role is part of a large project that is analysing the role of religion and faith in anti-trafficking and anti-slavery work globally today. The project includes new surveys, analysis of organisations and networks, examination of legislation and policy, and aims to better understand the theological approaches of the anti-trafficking sector. By researching worldviews and motivations, we aim to achieve a fuller understanding of belief systems in anti-trafficking/anti-slavery work.

The role-holder will work collaboratively as part of an interdisciplinary team that includes other postdoctoral research fellows, as well as undertaking independent research. They will use approaches, methodologies, and techniques appropriate to the research. Areas of work will include:

- Surveys, interviews and focus groups
- Analysis of organisational documents
- Examinations of theological texts
- Analysis and coding of anti-trafficking legislation and legal and political systems with religious variables
- Reviewing and analysing existing evidence and data
- Writing outputs, including academic articles
- Contributing to workshops
- Engaging with stakeholders and contributing to the development of strategic partnerships
- Tailoring resources for different stakeholders and contexts

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. This work is international in scope and covers a wide range of different faith traditions, substantive issues and contexts.

This is a full-time role, available as a fixed-term post commencing from January 2026 (date to be negotiated) and ending April 30, 2027, with potential for continuation. Informal enquiries may be addressed to [Zoe.Trodd@nottingham.ac.uk](mailto:Zoe.Trodd@nottingham.ac.uk). Please note that applications sent directly to this email address will not be accepted.

The University of Nottingham is an equal opportunities employer and welcomes applications from all sections of the community.

	<b>Main responsibilities</b> (PPrimary accountabilities and responsibilities expected to fulfil the role)	<b>% time per year</b>
1	<b>Research</b> <ul style="list-style-type: none"> <li>▪ To plan and conduct research using recognised approaches, methodologies and techniques within the research area.</li> <li>▪ To gather, analyse, and illuminate data, interpret reports, evaluate and criticise texts and bring new insights to research area.</li> <li>▪ To support the development of research objectives and proposals for own and/or collaborative research area.</li> <li>▪ To contribute to writing up research work for publication, resulting in successful research outputs.</li> <li>▪ To plan and manage own research activity and resolve problems, if required, in meeting own/team research objectives and deadlines in collaboration with others.</li> </ul>	80%
2	<b>Partner engagement and collaborative working</b> <ul style="list-style-type: none"> <li>▪ To engage constructively and collaboratively with project partners and stakeholders</li> <li>▪ To write material for reports, policy briefings, and other audience-specific material.</li> <li>▪ To build internal and/or external contacts to develop knowledge and understanding, forming relationships for future collaborations.</li> <li>▪ To represent the Rights Lab at externally facing events and meetings.</li> <li>▪ To collaborate with other members of the project team in the delivery of the research study.</li> <li>▪ To contribute to collaborative decision making with colleagues in area of research.</li> <li>▪ To provide guidance as required to support colleagues, where appropriate in own area of expertise.</li> </ul>	20%

## Person specification

	Essential	Desirable
<b>Skills</b>	<ul style="list-style-type: none"> <li>Strong qualitative research and analysis skills.</li> <li>Skills in philosophical and/or theological inquiry.</li> <li>Strong oral and written communication skills, including the ability to communicate complex information with clarity.</li> <li>Ability to build relationships and collaborate with others, internally and externally.</li> <li>Ability to foster a collaborative, team-based research culture.</li> <li>Ability to critically analyse and illuminate data, evaluate texts and bring new insights.</li> <li>Ability to adapt and apply novel methods and analysis for use in research projects.</li> <li>Strong organisational skills.</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrated ability to develop interdisciplinary approaches and research methods.</li> <li>Skills with designing knowledge exchange and pathways to impact.</li> <li>Proficiency in qualitative analysis packages e.g. N-Vivo.</li> <li>Skills with coding qualitative evidence.</li> </ul>
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>Experience analysing legislation and/or policy.</li> <li>A research background in religion and/or different faith traditions, beliefs or human motivations.</li> <li>A research background in slavery (including forced labour, forced marriage and human trafficking), human rights, or related subject.</li> <li>Evidence of experience with relevant research methodologies and techniques to work in research area.</li> <li>Experience or demonstrable interest in working as part of a research team.</li> </ul>	<ul style="list-style-type: none"> <li>Experience designing surveys and/or analysing survey data.</li> <li>Experience working across and with multiple disciplines.</li> <li>Experience working with individuals who have lived experience of slavery, trafficking, or exploitation. Experience of developing new approaches or techniques for research area.</li> <li>A track record of publication.</li> </ul>
<b>Qualifications, certification and training (relevant to role)</b>	<ul style="list-style-type: none"> <li>PhD in a relevant discipline (or close to completion)</li> </ul>	
<b>Statutory, legal or special requirements</b>		



## 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:

<b>Valuing people</b>	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.
<b>Taking ownership</b>	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.
<b>Forward thinking</b>	Drives the development, sharing and implementation of new ideas and improvements to support strategic objectives. Engages others in the improvement process.
<b>Professional pride</b>	Is professional in approach and style, setting an example to others; strives to demonstrate excellence through development of self, others and effective working practices.
<b>Always inclusive</b>	Builds effective working relationships, recognising and including the contribution of others; promotes inclusion and inclusive practices within own work area.

## Key relationships with others

