University of Nottingham
UK | CHINA | MALAYSIA

Job title	Rights Lab Research Associate/Fellow in Law and Secondary Data Analysis	Job family and level	Research and Teaching Level 4
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 principal investigator and project co-investigator in supporting research objectives by conducting research on the risk of human trafficking along the US-Mexican border among cross-border migrants. The post holder will be expected to undertake independent research as well as working as part of a team using approaches or methodologies and techniques appropriate to the type of 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.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	**Research** • To plan and conduct research using recognised 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 support the development of research objectives and proposals for own and/or collaborative research area. • To contribute to writing up research work for publication, resulting in successful research outputs. • To plan and manage own research activity and resolve problems, if required, in meeting own/team research objectives and deadlines in collaboration with others.	80%
2	**Partner engagement and collaborative working** • To engage constructively and collaboratively with project partners and stakeholders • To write material for reports, policy briefings, and other audience-specific material. • To build internal and/or external contacts to develop knowledge and understanding, forming relationships for future collaborations. • To represent the Rights Lab at externally facing events and meetings. • To collaborate with other members of the project team in the delivery of the research study. • To contribute to collaborative decision making with colleagues in area of research.	20%

| | | ▪ To provide guidance as required to support colleagues, where appropriate in own area of expertise. | |

Person specification

	Essential	Desirable
Skills	- Oral and written communication skills, including the ability to communicate with clarity on complex information. - Research skills in the collection and analysis of secondary data on immigration from US, Mexican and other sources. - Ability to carry out legal and policy analysis across the US federal, state, and local levels of government. - Ability to use Excel, SPSS, Stata, R (or equivalent) - Proficiency with NVivo. - Ability to contribute to methods improvement. - Analytical ability to facilitate conceptual thinking, innovation and creativity. - Ability to build relationships and collaborate with others, internally and externally.	- Ability to assess and organise resource requirements and deploy effectively. - Ability to foster a research culture and commitment to learn in others. - Ability to analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights.
Knowledge and experience	- Evidence of sufficient breadth or depth of research methodologies and techniques to work in research area. - Knowledge of human trafficking law and policy in the US. - Experience in collecting and analysing disparate sources of data. - Expertise on human trafficking law and policy in Latin America. - PhD topic (completed or in progress) on anti-trafficking laws / legal culture, - Ability to read, write, and speak Spanish fluently.	- Experience of developing new approaches, models, techniques or methods in research area. - Experience with drafting and presenting legislation in national legislatures.
Qualifications, certification and training (relevant to role)	- PhD (or studying towards) - Law Masters degree (LLM or equivalent)	
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

Line manager   Project PI

Role holder   **Research Associate**

Key stakeholder   Project   Project   Project
relationships   Funder   Team   Partners