



Job title	Research Fellow Reproductive Justice and Human Trafficking	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 successful applicant will be responsible for project data collection and analysis, including stakeholder mapping, conducting, coding and analysing key informant interviews, co-facilitating participatory photography workshops with impacted communities, and the organisation and planning of knowledge exchange and impact activities, including exhibitions. They will analyse qualitative data and contribute to published outcomes, including peer-reviewed publications. Further tasks may be identified and assigned in line with the role-holder's experience and skills, as well as project need.

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 gender justice. They will have a public-facing role and represent the team externally.

The role holder will work collaboratively as part of an interdisciplinary team and with project partners made up of survivor-led community anti-trafficking and gender-based violence organisations. They will use approaches, methodologies, and techniques appropriate to the study, in accordance with the study methodology. Specific tasks will be identified and assigned in line with the role-holder's expertise and skills, as well as project need.

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 sexual and reproductive justice. They will have a public-facing role and represent the team externally.

Background:

The appointment is being made in relation to the Wellcome Trust funded project "A Reproductive Justice Framework for Modern Slavery and Human Trafficking Research and Practice"

The Key to the reproductive justice framework is investigation into how interlocking systems of oppression, colonial legacies, and intersecting social identities shape lived experience of reproductive (in)justice, including exploitation, violence and access to SRHR services. At its heart, this project asks what is reproductive justice to those who have experienced exploitation in human trafficking? It is committed to working with impacted populations and community organisations who support them to identify the key issues impacting access to full sexual and reproductive rights and healthcare.

The study adopts a mixed-methods approach, across its four workstreams on theoretical concepts, law and policy, practice, and co-production, including systematic evidence review, law and policy analysis, secondary data analysis, key informant interviews and participatory photography.

	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. Including Collaborating and building relationships with project partners and impacted populations and contributing to the co-production of knowledge through the facilitation of participatory photography and arts-based workshops.	40
2	To analyse and illuminate data, interpret reports, evaluate and criticise texts and bring new insights to research area. Conducting, coding, and analysing key informant interviews. Disseminating, processing, and analysing surveys.	25
3	To contribute to writing up their work and research findings for publication. Contributing to workshops, conferences, exhibitions and other engagement and dissemination activities.	10
4	To build internal and/or external contacts to develop knowledge and understanding, forming relationships for future collaborations.	5
5	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.	5
6	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
7	To engage constructively and collaboratively with project partners and external stakeholders.	5
8	To assist with the preparations, proposals and applications to both external and/or internal bodies for funding, contractual or accreditation purposes	5



Person specification

	Essential	Desirable
Skills	▪ A demonstrated ability to work collaboratively and build relationships with others, internally and externally. ▪ Experience and/or training in qualitative research methods. ▪ Analytical ability to facilitate conceptual thinking, innovation and creativity. ▪ Strong oral and written communication skills, including the ability to communicate with clarity complex information ▪ Strong time management and organisational skills.	▪ Experience and/or training in artistic research methods. ▪ Experience of transcription and using NVivo. ▪ Ability to foster a research culture and commitment to learn in others.
Knowledge and experience	▪ A demonstrated commitment and/or experience of meaningful engagement with impacted populations. ▪ Evidence of sufficient breadth and depth of knowledge of relevant theories and approaches. ▪ Evidence of sufficient breadth or depth of research methodologies and techniques to work in research area. ▪ A developing track record of publication on relevant topics, e.g. human trafficking, gender justice, SRHR or human rights.	▪ Experience of research in and/or knowledge of one or more focus country contexts (South Africa, Kenya, UK) ▪ A demonstrated commitment to and/or experience of working with grassroots community organisations.
Qualifications, certification and training (relevant to role)	• A PhD and/or equivalent research experience in a relevant field.	
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



