



Job Title: Research Associate

Grade: 7

Salary: £38,205 to £44,263 per annum

Department: Centre for Hate Studies (School of Criminology, Sociology and Social Policy)

Hours/Contract: Full-time, fixed term contract from 06 January 2025 to 05 July 2027

Reference: 10040

Role Purpose

Specific research responsibilities as part of a project commissioned by the Economic and Social Research Council (ESRC) entitled 'Catalyst for Change: Transforming Responses to Harassment in Higher Education'. Work collaboratively and independently as part of a research team to achieve defined milestones and to produce high quality research which generates new, co-produced knowledge about students' experiences of harassment in all its forms across a diverse range of higher education institutions within England.

Your role will enable you to apply your quantitative research skills and expertise in fulfilment of the project's strategic objectives, taking responsibility for key elements of the research design including reviewing existing policies across the sector, designing and distributing a survey of students, and analysing data. You will also play a pivotal role in shaping sector-wide change by contributing to written and visual outputs, liaising with policy audiences and disseminating findings at relevant conferences and events.

Main Duties and Responsibilities

Research:

- To lead in the collection and analysis of survey data which develops insights into students' experiences of harassment in all its forms.
- To work autonomously to attain project milestones and as part of a team of researchers and collaborators.
- To contribute to the development of the choice of techniques, critiques, approaches, models and methods of research.
- To maintain regular communication with External Advisory Board members and other project partners and collaborators.
- To lead in writing up research findings for academic and public dissemination.
- To represent the research team by disseminating findings at national and international conferences and relevant events for professional and policy audiences.
- To contribute to research outputs as a co-author to journal articles and a monograph.
- To provide guidance to other colleagues and stakeholders involved in the research programme.

Professional Development:

- To engage with relevant training, mentoring and wider opportunities to engage in work that supports your own professional development.

Impact and Knowledge Exchange:

- To contribute to knowledge exchange events, blog posts, podcast episodes and any other relevant opportunities to amplify the work of the research programme.
- To support the production of policy briefing papers, a Student Manifesto for Change and a toolkit of resources and guidance for use across the sector.





- To support the design and delivery of other creative outputs, including short plays and a film, which are designed to facilitate difficult conversations around harassment in higher education.

Leadership and Citizenship:

- To provide guidance to other team members.
- To proactively build networks and collaborations.
- To work collaboratively and compassionately in representing the values of the Centre for Hate Studies.

Internal and External Relationships

- To attend regular meetings with members of the research team.
- To engage with members of the Centre for Hate Studies, the School of Criminology, Sociology and Social Policy, and with other research centres and institutes within the University of Leicester for discussion of the research and exchange of new ideas.
- To engage with external stakeholders, including project partners, external advisory board members, collaborators, professional bodies and third sector organisations.

Planning and Organising

- To effectively manage your time in undertaking research activities and delivering on the priorities of the project.
- To prioritise tasks within agreed work schedules.
- To plan for specific aspects of research incorporating issues such as deadlines, project milestones, funder requirements and overall research aims.
- To adapt daily and weekly plans to accommodate new developments and be flexible to the changing priorities of the research project.

Qualifications, Knowledge and Experience

Essential

- PhD or equivalent in the social sciences or the equivalent professional qualification and experience.*
- Evidence of a contribution to peer-reviewed journal papers or equivalent (e.g. policy report or book chapter).*
- Experience of using quantitative methods of data collection within research projects.*
- Experience of selecting and utilising appropriate methods of data analysis within research projects.*

Desirable

- Experience of designing and distributing large-scale surveys.
- Experience of working as part of a team on funded research projects.





Skills, Abilities and Competencies

Essential

- Expertise in quantitative research methods and analytical techniques.
- Excellent communication skills – written and verbal evidenced by the ability to communicate complex information.
- Ability to work with internal and external stakeholders.
- Familiarity with the higher education sector.
- Evidence of working effectively as part of a team and the ability to work independently.

Desirable

- Experience of communicating research to public and professional audiences through presentations, blog posts and/or through other activities.

****Criteria to be used in shortlisting candidates for interview***

Reason for Fixed Term Contract

The reason for the fixed term contract is stated in section 1.9 in the summary of contractual terms in your contract of employment.

Criminal Declaration

If you become an employee, you must inform your manager immediately, in writing, if you are the subject of any current or future police investigations/legal proceedings, which could result in a criminal offence, conviction, caution, bind-over or charges, or warnings.

Supporting University Activities

As a University of Leicester citizen, you are expected to support key university activities such as clearing, graduation ceremonies, student registration and recruitment open days. We expect all staff as citizens to work flexibly across the University if required.

University Values

Inclusive - We are diverse in our makeup and united in ambition. Our diversity is our strength and makes our community stronger.

Inspiring - We are passionate about inspiring individuals to succeed and realise their ambitions. We challenge our community to think differently, to get involved, and to constantly embrace new ideas.

Impactful - As Citizens of Change we will generate new ideas which deliver impact and empower our community

Equity and Diversity

We believe that equity, diversity and inclusion is integral to a successful modern workplace. By developing and implementing policies and systems that challenge stereotypes across all aspects of our work, we have a culture that recognises and values the diverse contributions of our staff which benefits





everyone. Our strong values of inclusivity and equity support our efforts to attract a diverse range of high quality staff and students, and identify our University as a progressive and innovative workplace that mainstreams equity, diversity and inclusion.

