



**Job Title:** Research Associate

**Grade:** 7

**Salary:** £38,205 per annum

**Department:** Criminology (Centre for Hate Studies)

**Hours/Contract:** Full-time, fixed term contract from 02 October 2023 to 01 October 2025

**Reference:** 7988

## Role Purpose

You will have specific research responsibilities as part of a project commissioned by the Leverhulme Trust entitled 'The Rural Racism Project: Re-storifying Life in the Countryside'. You will 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 the nature, extent and impacts of racism experienced within the English countryside. Your role will enable you to apply your research skills and expertise in fulfilment of one of the project's key work packages, taking responsibility for examining experiences of racist victimisation and targeted hostility within rural environments.

## Main Duties and Responsibilities

### Research:

- To lead in the collection and analysis of qualitative research data which develops insights into how racism is experienced and expressed within rural settings.
- To work autonomously to attain project milestones and as part of a team of researchers and community research partners.
- To contribute to the development of the choice of techniques, critiques, approaches, models and methods of research.
- 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 regional events.
- 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 a short film highlighting key findings and victims' stories.
- To engage positively and proactively in research impact activities and with policy-makers and professionals.

### 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 Schools of Criminology and Museum Studies, 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, 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 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 interviews and ethnographic observation in research\*
- Experience of undertaking research on sensitive subject areas and/or with seldom heard communities\*
- Experience of working within the field of anti-racism or hate studies more broadly\*

**Skills, Abilities and Competencies**

**Essential**

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

**Desirable**

- Lived experience of racism and/or other forms of targeted hostility.

***\*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

### Equality and Diversity

We believe that equality, 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 equality 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 equality, diversity and inclusion.

