



Job Title:	Research Associate in Refugee Studies (or equivalent research roles at grade 7)
Salary:	£39,906 to £46,049 per annum, pro-rata if part-time
Grade:	7
Department:	School of Criminology, Sociology and Social Policy
Hours/Contract:	Full-time, fixed term contract from 03 August 2026 to 31 January 2030
Job Family:	Teaching and Research
Job Reference:	12623

Role Purpose

To have specific responsibilities with an established research project. To work collaboratively and independently as part of a research team to achieve defined milestones and produce high quality research as part of a wider project.

Main Duties and Responsibilities

Research

- Design, co-design and conduct extensive ethnographic fieldwork in the UK and Kenya (including, but not limited to, among other potential methods, participant observation, semi-structured interviews, focus groups, walking interviews, and creative/arts-based sessions), ensuring trauma-informed, ethical practice.
- Coordinate and deliver country surveys, and engage in quantitative and qualitative sampling.
- Lead day-to-day data collection, management, transcription oversight, coding/analysis, and secure storage.
- Draft academic outputs (among others, journal articles, chapters, monograph contributions) and policy briefs; co-author with the PI, team and partners.
- Contribute to documentaries, exhibitions and theatre knowledge exchange by preparing research summaries and liaison with creatives.
- Represent the project at national and international events and present findings to academic, NGO, and policy audiences.
- Contribute to future funding bids and the development of the Global LGBTIQ+ Asylum Observatory.

Impact, engagement and knowledge exchange

- Co-design and facilitate workshops and guideline-building sessions with partners and experts by experience.
- Support high-level forums and parliamentary engagement, and prepare briefings and presentation materials.
- Maintain relationships with civil society partners and research participants, and



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steward safe, dignified participation.

Ethics, safeguarding and governance

- Prepare ethics applications, risk assessments and safety protocols; and uphold GDPR and data protection standards.
- Work with the Alternative Ethics Board and Steering Committees; and implement recommendations.
- Follow safeguarding procedures and escalate concerns appropriately.

Leadership and citizenship

- Provide day-to-day guidance to interns, students and volunteers; and model inclusive, collaborative practice.
- Contribute to project planning, documentation and reporting; maintain accurate records and timelines.
- Support EDI commitments across recruitment, methods and dissemination.

Internal and External Relationships

- Regular meetings with members of the programme research group
- Meeting members of the department for critical discussion of the research and exchange of new ideas and approaches that might benefit the research
- Liaison with external collaborators
- Regular meetings with the PI and EU/UK Steering Committee
- Close collaboration with partners in Kenya and the United Kingdom, plus additional partners if needed in the 6 focus key countries (Spain, Mexico, UK, Kenya, Lebanon, France)
- Work with experts by experience on the Alternative Ethics Board and Steering Committees
- Liaise with university and NGO stakeholders.

Planning and Organising

You will be required to effectively manage your time to plan the project's research activities and to deliver on the priorities of the project, including:

- Prioritise tasks within agreed work schedules
- Plan for specific aspects of research incorporating issues such as deadlines, project



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milestones and overall research aims

- Adapt daily and weekly plans to accommodate new developments and be flexible to the changing priorities of the research project
- Plan and prioritise work to meet milestones and deliverables across work packages
- Adapt plans in response to field conditions and participant availability
- Maintain meticulous documentation of methods, consent, and data management

Qualifications, Knowledge and Experience

Essential

- PhD (or near completion) in Anthropology, Sociology, Migration Studies, Gender/Sexuality Studies, Human Geography, Middle East/African Studies, or a closely related field.
- Demonstrable expertise in ethnographic and qualitative methods; evidence of conducting fieldwork with people seeking asylum and refugee populations
- Demonstrable experience of having worked in Kenya and the UK, or having the relevant connections in the two countries
- Track record of high-quality writing (e.g., peer-reviewed publications, policy papers, technical reports).
- Experience of participatory and/or creative methods with communities and civil society partners.
- Excellent policy literacy in asylum/refugee protection and LGBTIQ+ inclusion relevant to the case study.
- Languages: English (C2) and Swahili (professional working proficiency) (essential).
- Ability to build trust with community organisations and participants; trauma-informed practice.
- Excellent communication, presentation and facilitation skills; ability to tailor for academic, policy and public audiences.
- Ability to work both independently and collaboratively in an international, multi-partner team.
- Willingness and ability to undertake extensive travel/fieldwork, including in Kenya and the UK; and ability to obtain visas and meet safeguarding requirements.
- Experience engaging with policymakers, parliaments or strategic litigation/advocacy spaces.

Desirable



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- Lived experience relevant to the project.
- Additional language skills: Somali, French, and Arabic.
- Experience contributing to documentaries, theatre, exhibitions or public-facing storytelling.
- Competence with qualitative analysis tools (e.g., NVivo/Atlas.ti) and survey platforms.
- Budget tracking, logistics and events coordination experience.

Skills, Abilities and Competencies

Essential

- Willingness and ability to work with internal and external stakeholders*
- Evidence of continued development of subject expertise*
- Excellent communication skills – written and verbal evidenced by the ability to communicate complex information *
- Evidence of working effectively as part of a team and the ability to work independently *
- Working towards independence and ability to be involved in collaborative research
- Evidence and commitment to Continuous Professional Development (CPD) for yourself, and encourage commitment to learn and develop in others
- Collegiate member of a research team
- Strong analytical, problem-solving and reflexive practice; commitment to decolonial, ethical research.
- Outstanding interpersonal skills; ability to navigate sensitive topics with care and discretion.
- Excellent organisational skills; ability to manage concurrent tasks and deadlines.
- Commitment to contributing to the professional development and mentoring of others in the team.

Desirable

- Budget management skills

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

Reason for Fixed Term Contract



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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 and Disclosure and Barring Service (DBS).

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.

This post is exempt from the Rehabilitation of Offenders Act 1974 because the appointee will have substantial access to young people and/or vulnerable adults. Therefore, an appointment to this post will be subject to checking through the Disclosure and Barring Service (DBS). The successful applicant for this post will, therefore, be required to give consent for the University to check and obtain appropriate clearance with the DBS for the existence and content of any criminal record in the form of an [enter level of disclosure].

Information received from the DBS and the police will be kept in strict confidence and will be destroyed once the University is satisfied in this regard.

Supporting University Activities

As a University of Leicester citizen, you are encouraged to support key university activities such as clearing, graduation ceremonies, student registration and recruitment open days. We encourage all staff as citizens to work flexibly across the University if required. If supporting these activities is likely to affect your workload, please speak to your line manager in the first instance

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

Freedom of Speech

The University is committed to upholding freedom of speech and academic freedom within the law throughout our recruitment processes. We ensure that all candidates are considered based on merit and suitability for the role, without regard to their lawful viewpoints or the expression of challenging or controversial ideas. Our recruitment policies and practices are designed to protect applicants from discrimination or adverse treatment on the basis of their opinions, and to foster an environment where open debate and diverse perspectives are valued as essential to our academic mission.



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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 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.

