

Research Associate

Salary: Up to £45,000 per annum plus benefits
Location: Russell Square, London (hybrid)
Term: Fixed term until 31 March 2024
Reports to: Director of Research
Hours: 37.5 hours per week

This full-time role is open as a secondment opportunity

The Modern Slavery and Human Rights Policy and Evidence Centre (Modern Slavery PEC), part of the British Institute of International and Comparative Law (BIICL), is looking to recruit a Research Associate to work closely with the Director of Research, the wider team and our funded project teams. The Research Associate will support the strategic development and delivery of the Centre's research programme, offering an exciting opportunity for a motivated researcher to join a growing team and make a significant contribution to the development of impactful modern slavery research.

The successful candidate will have a range of technical and interpersonal skills, drawing upon their experience of research in a related area or discipline. They will join a dynamic team and have the opportunity to get involved in a range of projects and work with stakeholders to ensure the best possible impact from the research we fund and co-develop. They will work with the Director of Research to co-author high quality academic and policy-facing outputs that draw on the growing body of evidence in the field and the new research funded by the Modern Slavery PEC.

The Modern Slavery PEC has hybrid working arrangements for its staff which involves a flexible mixture of remote and on-site work. We would normally expect the successful candidate to come to the office – located in Russell Square, London – for a minimum of two days per week – and we would expect there to be additional travel where necessary to support the aims of the role and the Modern Slavery PEC. We can however be flexible for the successful candidate where necessary, and any flexible requirements won't impact on the selection process.

Background

- The Modern Slavery and Human Rights Policy and Evidence Centre was created by the investment of public funding to enhance understanding of modern slavery and transform the effectiveness of law and policies designed to address it. Commissioning high quality research is at the heart of the Centre's work and, and we aim to bring together academics, policymakers, businesses, civil society, survivors and the public on a scale not seen before in the UK to collaborate on solving this global challenge.
- The Centre is a consortium of six academic organisations led by the Bingham Centre for the Rule of Law (part of the British Institute of International and Comparative Law (BIICL)) and is funded by the Arts and Humanities Research Council (AHRC) on behalf

of UK Research and Innovation (UKRI). Read more about the Modern Slavery PEC at www.modernslaverypec.org.

About you

- You will have an excellent understanding of research that relates to one or more key priority areas for the Modern Slavery PEC (survivor support and recovery, prevention, supply chains, legal enforcement measures)
- You will have a background in policy studies or any relevant social science, arts and humanities discipline, and have expertise in research methodologies relevant to the modern slavery sector
- You will have a track record of authoring research protocols and outputs for a range of audiences, including via peer reviewed publications
- You will have experience of working on projects as a researcher or as another key member of a project team
- You will have experience of identifying and developing insights and analysis from different kinds of evidence and/or across different policy areas
- You will have great communication skills, both written and verbal, and contribute to external communications and other engagement activities, particularly with policy makers and other research users
- You will understand the research funding landscape in the UK, be able to offer input into the development of research calls and play an active part in the selection and management of funded projects
- You will be comfortable working with a diverse range of people, exercising tact, discretion and care across all your working relationships, and may also have previous experience of working with people with lived experience of modern slavery
- You will be comfortable working as part of a collaborative team whilst also being able to manage your own workload and priorities to meet deadlines
- You may have excellent stakeholder management skills and have experience of building working relationships across project teams, research users and the wider research community, including the ability to recognise links across different subject portfolios and to make connections between those project teams. We can offer development for candidates with less experience in this area.
- The Modern Slavery PEC is committed to being inclusive and diverse, and particularly encourages applications from women, people with disabilities, Black, Asian, and minority ethnic applicants, LGBT+ applicants and other minorities, as well as those who have been directly affected by modern slavery. The Centre is committed to being a values-based organisation and, in the spirit of our values, we commit to proactively challenge bias and offer a fair and equitable recruitment process for all applicants.

The Role

The main responsibilities of the role are:

- To work closely with the Modern Slavery PEC's Director of Research and contribute to the strategic development of the Modern Slavery PEC's research programme
- To support and participate in the management of the Modern Slavery PEC's research portfolio in collaboration with funded project teams
 - This will involve attending regular project meetings, and chairing/minuting if required, supporting the project teams in the development of their methodologies and tools, reviewing and offering feedback on outputs of funded project and drafting research summaries
- To identify and develop insights and analysis across different portfolios of funded projects, both collaboratively and independently
- To stay up to date with developments in the modern slavery research and policy sector, and liaise with the Modern Slavery PEC's policy impact team as part of the identification of new areas for research
- To co-develop and author research protocols and outputs for a range of audiences, including via peer-reviewed publications
 - This will involve developing case studies, synthesis work on methods, evaluations, grey literature reviews, surveys of publications and secondary data analysis to inform outputs
- To co-ordinate, facilitate and contribute to conferences, workshops and other research-related events as guided by the Director of Research and in collaboration with the Partnerships Manager
- To contribute to external communications and other engagement activities, particularly policymakers and other research users, in collaboration with the Policy Impact team
- To help foster closer links between project partners, research users, and the wider research community
- To contribute to the development of research funding calls as well as decision making for the Centre's research funding portfolio across a wide range of modern slavery related, using the most up to date evidence and understanding available
- To collaborate with the core Modern Slavery PEC team and funded projects, including attendance at meetings (usually via video-link)
- To undertake any other reasonable duties as may be required as determined by the Directors of the Modern Slavery PEC.

Key working relationships

- Director of Research
- Director of Policy Impact
- Operations Director
- Communications Director
- Research Operations Manager
- Monitoring and Evaluation Manager
- Partnerships Manager
- Policy Impact Managers
- AHRC & ESRC

Person Specification

<p>Relevant Experience</p>	<p>Essential</p> <ul style="list-style-type: none"> • An excellent understanding of research that relates to one or more key priority areas for the Modern Slavery PEC (survivor support and recovery, prevention, supply chains, legal enforcement measures) • A background in policy studies or any relevant social science, arts and humanities discipline, and expertise in research methodologies relevant to the modern slavery sector • A track record of authoring research protocols and outputs, including peer reviewed publications • Experience of working on research projects, either as a researcher or another key member of a project team • Excellent analytical skills, with an ability to develop insights and analysis using a broad range of projects and outputs (e.g. academic literature, grey literature) • A PhD or equivalent level of training in a relevant subject <p>Desirable</p> <ul style="list-style-type: none"> • An understanding of the international modern slavery research landscape • An ability to contribute to the development of research funding calls as well as selection and management of the Modern Slavery PEC’s portfolio of research • An understanding of issues relating to the use of evidence for policymaking • Experience of participatory and/or trauma informed research methods, working with affected communities and people with lived experience of modern slavery
<p>Leadership and Management</p>	<p>Essential</p> <ul style="list-style-type: none"> • The ability to define, communicate and implement a vision for analysing and synthesising different types of evidence to

	<p>deepen understanding, and influence policies to address, modern slavery</p> <ul style="list-style-type: none"> • The ability to make links across different disciplines and policy areas and to develop new connections between different researchers and research projects • The ability to manage and prioritise activities across a wide portfolio of projects <p>Desirable</p> <ul style="list-style-type: none"> • Skills in managing stakeholders and in building solid working relationships across project teams, research users and the wider research community
<p>Teamwork and Collaboration</p>	<p>Essential</p> <ul style="list-style-type: none"> • A proven ability to work as part of a collaborative team whilst also being able to manage your own workload and priorities to meet deadlines • Comfortable working with a diverse range of people, exercising tact, discretion and care across all your working relationships, and may also have previous experience of working with people with lived experience of modern slavery • Able to co-ordinate, facilitate and contribute to conferences, workshops and other research-related events <p>Desirable</p> <ul style="list-style-type: none"> • Previous experience of working with people with lived experience of modern slavery
<p>Communication Skills</p>	<p>Essential</p> <ul style="list-style-type: none"> • Great communication skills, both written and verbal • Able to deliver feedback and suggestions to a wide range of people with tact, both verbally and in writing <p>Desirable</p> <ul style="list-style-type: none"> • A proven ability to contribute to external communications and other engagement activities, particularly involving policy makers and other research users • Experience of fostering links across a broad range of stakeholders, including project partners, research users and the wider research community

How to apply

To apply, please send the following by **23:59 on Sunday 12 February 2023** by email to jobs@modernslaverypec.org:

- Your full CV, including the names and email addresses of three referees (they will only be contacted if you are offered the role);
- A covering letter (maximum 2 pages) setting out your reasons for applying and how you consider that you meet the Person Specification for the post.
- The BIICL application cover form available at <https://www.biicl.org/vacancies>
- The BIICL Equality Monitoring Form (optional). Available on the BIICL website [here](#)

It is expected that interviews will take place in the week commencing **6 March 2023**. It is hoped that the successful candidate will be available to start as soon as possible.

In order to be considered for this role, you must currently have the right to work in the UK or will have the right to work in the UK by the date of commencement of employment.

Informal enquiries about this post may be addressed to office@modernslaverypec.org

About the Modern Slavery and Human Rights Policy and Evidence Centre

The Modern Slavery and Human Rights Policy and Evidence Centre (Modern Slavery PEC, or the Centre) was created by the investment of public funding to enhance the understanding of modern slavery and transform the effectiveness of laws and policies designed to address it.

It's designed to provide independent, impartial and authoritative insight and analysis on modern slavery based on high quality research it commissions, aiming to have a transformational impact on the understanding of modern slavery and the responses to it. The Centre brings together academics, policymakers, businesses, civil society, survivors and the public on a scale not seen before in the UK to collaborate on solving this global challenge. The Modern Slavery PEC's approach is rooted in human rights.

Led by the [Bingham Centre for the Rule of Law](#) (part of the [British Institute of International and Comparative Law \(BIICL\)](#)) and funded by the [Art and Humanities Research Council](#) on behalf of [UK Research and Innovation](#) (UKRI), the Centre is a consortium of universities and Independent Research Organisations consisting of the [Rights Lab](#) at the University of Nottingham, the [Wilberforce Institute](#) at the University of Hull, the [Centre for the Study of International Slavery](#) at the University of Liverpool, the [Bonavero Institute of Human Rights](#) at the University of Oxford and the [Alan Turing Institute](#).

Read more about the Modern Slavery PEC at www.modernslaverypec.org.

About the Bingham Centre for the Rule of Law

The Bingham Centre is part of the British Institute of International and Comparative Law and exists to advance the Rule of Law worldwide. Its Strategy, *Proactively Advancing the Rule of Law*, sets out its strategic aims for the five-year period 2018-2022. The Centre aims to have a direct impact on law, policy and decision-making and to do so by carrying out and disseminating independent, high quality research on the major Rule of Law issues of the day.

About the British Institute of International and Comparative Law

The British Institute of International and Comparative Law (BIICL) is one of the leading independent research centres for international and comparative law in the world. The Institute's high quality research projects, seminars and publications encompass almost all areas of public and private international law, comparative law and European law, and it is at the forefront of discussions about the most pressing contemporary issues of international and comparative law.