



UNIVERSITY OF LEEDS

CANDIDATE BRIEF

Six Research Associate/Fellow posts ESRC Vulnerability and Policing Futures Research Centre, Universities of York and Leeds



Salary: Leeds Grade 7 (£34,304 – £40,927 p.a.); York Grade 6 (£33,309 – £40,927 p.a.)

Reference: ESLLW1172

Interview dates: w/c 14 February 2022

Three posts will be based in the Department of Social Policy and Social Work at the University of York and three will be based in the School of Law at the University of Leeds.

Fixed term for 5 years, available from 1 May 2022

We will consider job share and flexible working arrangements

Research Associate/Fellow posts in Vulnerability and Policing

Are you an ambitious researcher looking for your next challenge? Do you have a research interest in policing and vulnerable groups, and the interactions between them and other service providers? Are you committed to advancing understanding and shaping policies and practice in policing futures? Do you want to further your career at a leading research-intensive University?

You will work within the new ESRC funded research centre 'Vulnerability and Policing Futures', jointly led from York and Leeds universities by Professor Charlie Lloyd and Professor Adam Crawford along with a team of over 25 leading researchers from diverse social science disciplines. Working with a large team that includes data scientists, qualitative researchers, Associated PhD researchers and professional support staff, and alongside 38 regional, national and international partners, you will play an important role, assuming significant fieldwork and data collection responsibilities, as well as contributing to data analysis and writing up the findings. With a doctorate (or equivalent research experience) relevant to this research field and proven experience of empirical research, you will work with and support project work, that will include: conducting research activities and fieldwork; collecting data; synthesising existing evidence, developing research collaborations, report writing, and liaising with project partners.

These six posts represent an unparalleled opportunity to work on an exciting, new initiative in the field of Vulnerabilities and Policing. The *Vulnerability and Policing Futures* Research Centre is one of six recently announced [ESRC Centres](#) and aims to build new interdisciplinary knowledge from problem-based and place-based perspectives about the interactions between vulnerability and service providers' responses and to use these findings to build new, integrated and innovative approaches to harm reduction that address the needs of vulnerable groups. It has been funded over a five year period, from 1 May 2022 to 30 April 2027, with the potential for a further five years of tapered funding thereafter. These are 5 year fixed term appointments, offering excellent development opportunities over this period. You will work with Professor Charlie Lloyd (York), Professor Adam Crawford (Leeds) and a large team of academics and project partners across the country. You will be based in a supportive team, located at either York or Leeds and will work alongside the other research associates/fellows in delivering a number of research projects



across our three work strands. All of this research will involve work on vulnerability and policing, whether working alongside data analysts to understand how policing interventions impact on the development of vulnerability in particular locations or researching the policing of particular vulnerable groups, such as those caught up in county lines, domestic violence, mental illness, online child sexual exploitation, modern slavery or homelessness. You will contribute to team meetings and, with the support of senior academics, present findings from your research to a variety of professional and public audiences.

These posts offer excellent potential to develop outstanding research careers. A generous training budget will be available and you will also be encouraged to attend conferences and other events, and publish research in leading academic journals. You will also play an active role in research translation, application and impact, working with police, public service and NGO partners on policy and practice development.

Further information about the new ESRC Vulnerability and Policing Futures Research Centre is available from the institutional press releases for [York](#) and [Leeds](#).

What does the role entail?

Your main duties will include:

- Working with and in support of the research centre 'Vulnerability and Policing Futures' on the centre's research agenda, research projects and publications;
- Conducting research fieldwork and data collection under the supervision of senior colleagues, including surveys, interviews, focus groups, deliberative events, structured observations and other methods of data collection;
- Analysis of this diverse data and the writing up of the findings for various audiences;
- Working flexibly as part of a large team of academics based at institutions across England, including Durham, Lancaster, Liverpool, Manchester, Sheffield and UCL;
- Collaborating closely with police and partners from health, social care, housing, education and other local service providers;
- Working alongside cohorts of data scientists to combine qualitative social science insights with advances in data analytics;



- Drafting project reports and preparing conference talks and project report contributions;
- Presenting the research and its findings in different formats to professional, lay and academic audiences, including communicating complex data in accessible ways;
- Engaging in the dissemination and communication of the research and its findings, including preparing and collaborating on publications;
- Attending Centre meetings, reporting on progress and emerging findings and contributing to the development of the Centre research agenda;
- Balancing the competing pressures of research demands and deadlines.

Role holders will be based at either York or Leeds, with the expectation that a minimum of two days per week will be campus-based.

As we are seeking to fill six posts to contribute to the team as a whole, some post-holders may have skills in more qualitative social research or experience of public engagement, while others will have quantitative skills or data science experience. However, all researchers will work collectively integrating these diverse types of methods and will be committed to mixed methods approaches and open to developing their own research skills.

These duties provide a framework for the role and should not be regarded as a definitive or exhaustive list. Other reasonable duties may be required consistent with the grade of the post.

What will you bring to the role?

As a Research Associate/Fellow you will have:

- A PhD (this includes work submitted for assessment but not yet examined) in a relevant subject area or equivalent research experience. This could include, but is not limited to the disciplinary fields of criminology, social policy, sociology, psychology, public administration, management studies or political science;
- Knowledge and understanding of vulnerability, contemporary policing, crime and harm reduction scholarship pertinent to the programme of research of the *Vulnerability and Policing Futures* Research Centre;
- Advanced qualitative research skills with demonstrable experience of semi-structured interviews, focus groups and/or participatory action research;



- Knowledge and understanding of the challenges in researching and working with vulnerable groups and awareness of relevant ethical issues pertaining to data collection;
- Experience or understanding of mixed methods social science research and an openness/desire to explore the combination of qualitative insights with data analytics;
- A track record of high quality publishing and writing, as well as demonstrable potential for co-authorship of papers in leading academic journals;
- Experience of carrying out research related activities independently, including collecting/analysing data, and participating in international and/or interdisciplinary research projects, as well as the capacity to combine independent initiative with working successfully as a team member;
- Availability to travel to research sites throughout the UK, including extended periods of fieldwork. It is expected that post-holders will be available to spend at least two days per week on campus in the Centre offices in York or Leeds or other designated locations;
- Experience of presenting accessible research findings to professional and/or academic audiences and a commitment to realising research-informed institutional and social change;
- Excellent interpersonal and communication skills, including writing skills and the ability to communicate effectively with a wide range of audiences;
- Excellent organisational skills with an ability to manage time effectively and prioritise tasks as well as excellent IT skills.

You may also have:

- Advanced quantitative skills, experience of survey design and analysis and/or Q Methods;
- Previous experience of research involving vulnerable groups and/or the police;
- In depth research awareness and familiarity with existing scholarship on relevant topics of: domestic abuse, County Lines, online child sexual exploitation, modern slavery or the policing of the mental ill or homeless;
- Developed research experience that might be demonstrated through: high-quality publications; preparation of significant grant applications; organisation of workshops/conferences; and/or, experience of network-building and stakeholder engagement at national and international levels;
- Experience of communication, research application and impact-building activities for academic research.



How to apply

You can apply for this role online; more guidance can be found on our [How to Apply](#) information page. Applications should be submitted by **23.59** (UK time) on the advertised closing date.

Closing date for applications: 27 January 2022

Interview dates: w/c 14 February 2022

We are hoping to hold the interviews during the week commencing 14th February 2022.

Three posts will be based in the Department of Social Policy and Social Work at the University of York and three will be based in the School of Law at the University of Leeds. ***There is a common application process for all posts.*** By applying, you are consenting to sharing your personal information and application details with both the University of Leeds and the University of York. Applicants are requested to identify their preferred place of employment.

Contact information

We will be holding an online orientation briefing for anyone interested in finding out more about the posts. This will take place in the week commencing 10th January 2022 and a link will be sent out nearer the time to interested candidates. [Sign up to receive further information and a link to the webinar.](#)

To explore the post further or for any queries you may have, please contact:

Professor Charlie Lloyd, York

Tel: ++44 (0)1904 321912

Email: charlie.lloyd@york.ac.uk

Professor Adam Crawford, Leeds

Tel: +44 (0)113 343 5045

Email: a.crawford@leeds.ac.uk

Please note: If you are not a British or Irish citizen, from 1 January 2021 you will require permission to work in the UK. This will normally be in the form of a visa but, if you are an EEA/Swiss citizen and resident in the UK before 31 December 2020, this may be your passport or status under the EU Settlement Scheme.



Additional information

About the job

You will be responsible to the Dean of Faculty and report to the Head of School.

Working at York

The University strives to be diverse and inclusive – a place where we can ALL be ourselves.

We particularly encourage applications from people who identify as Black, Asian or from a Minority Ethnic background, who are underrepresented at the University.

We offer family friendly, flexible working arrangements, with forums and inclusive facilities to support our staff, which can be viewed on our [Equality, diversity and inclusion](#) information page.

Find out more about [Working at York](#).

Working at Leeds

The School of Law values an inclusive working and teaching environment and our aim is to develop a diverse staff and student community reflective of this. We select candidates on the basis of merit and ability and aspire to further diversify our School and Faculty community. We particularly welcome applications from candidates belonging to groups that have been under-represented in the University including, but not limited to: Black, Asian and ethnically diverse people, people who identify as LGBTQ+, and disabled people.

Find out more about the benefits of working at the University and what it is like to live and work in the Leeds area on our [Working at Leeds](#) information page.

Candidates with disabilities

Information for candidates with disabilities, impairments or health conditions, including requesting alternative formats, can be found on our [Accessibility](#) information page or by getting in touch with us at disclosure@leeds.ac.uk

Criminal record information

Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975

This post requires an enhanced criminal record check from the Disclosure and Barring Service (DBS), and any equivalent overseas authorities where relevant. The



successful candidate will be required to give consent for the University to check their criminal record status. All applicants are required to make a self-declaration where applicable.

Any offer of appointment will be subject to the University being satisfied with the outcome of these checks, in accordance with our Criminal Records policy. You can find out more about required checks and declarations in our [Criminal Records](#) information page.

