



UNIVERSITY OF LEEDS

CANDIDATE BRIEF

Centre Researcher (2 x 1fte posts): Research Fellow (University of Leeds); Research Associate (University of York)

ESRC Vulnerability & Policing Futures Research Centre



Salary: £37,099 – £44,263 p.a. depending on experience

Reporting to: Professor Adam Crawford (Leeds) or Professor Kate Brown (York)

Reference: ESLLW1214

Fixed term from 1 November 2024 to 30 April 2028 to complete specific time limited work.

Location: University of Leeds / University of York campus (with scope for hybrid working)

Opportunities potentially available as full-time or part-time, we are open to discussing flexible working arrangements. We strive to be diverse and inclusive; we particularly encourage applications from people who identify as Black, Asian or from a Minority Ethnic background. Candidates will always be selected based on merit and ability.

Centre Researcher (2 x 1 fte posts) Research Associate (York) / Research Fellow (Leeds) ESRC Vulnerability & Policing Futures Research Centre

Are you an ambitious, impact-focussed 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? Do you want to further your career at a leading research-intensive University?

You will work within the ESRC Vulnerability and Policing Futures Research Centre, jointly led from the University of York and University of Leeds, with a team of over 25 leading researchers from diverse social science disciplines. Working alongside 38 regional, national and international partners, you will play an important role, assuming significant data collection responsibilities, writing up research findings, and developing and delivering knowledge translation through Continuing Professional Training and other impact work. With a doctorate or equivalent knowledge exchange, training or research experience relevant to this research field and proven experience of empirical research, you will conduct fieldwork, synthesise existing evidence, develop research-based collaborations and work with wide-ranging partners and communities to advance social change through research.

You will join a close and well-supported interdisciplinary team of seven existing full-time Centre researchers working on an exciting programme of high profile research related to policing vulnerabilities. You will play a crucial role in this research, and be able to demonstrate strong quantitative skills and experience of semi-structured interviews. You will also be expected to contribute to impact work and the development of potential future research projects.

These two full-time equivalent posts (one at York and one at Leeds) represent an exciting opportunity to contribute to the Centre's innovative, interdisciplinary approach. We are building knowledge from problem-based and place-based perspectives, about the interactions between vulnerability and service providers' responses, and using these findings to build new, integrated and innovative approaches to harm reduction that address the needs of vulnerable people.

You will be line-managed directly by either Professor Kate Brown at the University of York or Professor Adam Crawford at the University of Leeds, and will work alongside other Centre researchers and Co-investigators who are experts in their fields, delivering cutting-edge research on vulnerability and policing. You will contribute to



team meetings and, with the support of senior academics, play an active role in research translation, application and impact, working with police, public services, communities, vulnerable people and NGO partners on policy and practice development.

These posts offer excellent potential to develop outstanding research careers. A generous training budget is available and you will also be encouraged to attend international conferences and other events, and publish research in leading academic journals.

The Centre is strongly committed to developing the careers of the Centre researchers, providing bespoke training, conference attendance opportunities and the opportunity to co-author publications.

The post holder will be expected to work on campus (either at York or Leeds) at least two days per week, including Wednesdays, when we have team meetings. The role will also include the requirement to travel to research sites and events throughout the UK, sometimes for extended periods of fieldwork.

We will consider job share and flexible working arrangements.

Candidates must be willing and able to complete DBS and police vetting checks once in post. Additionally, because of the requirement to undergo police vetting to enable the research to be carried out, the successful candidate must have been resident in the UK for at least three years at the time of appointment.

Further information about the ESRC Vulnerability and Policing Futures Research Centre is available at <https://vulnerabilitypolicing.org.uk/> and in our 'about us' video at <https://vulnerabilitypolicing.org.uk/about/>.

Main duties and responsibilities

- Conducting collaborative research projects, duties to include: analysis and interpretation of research data; use of appropriate research techniques and methods; writing up of research results and dissemination through publications, seminar and conference presentations and public engagement and outreach activities; contributing to the identification of possible new areas of research.
- Developing and delivering professional development and training sessions and short courses informed by the research for practitioner and policy audiences.



- Facilitating and co-designing demonstration projects and planning their evaluation in close collaboration with partners and delivery organisations based on findings from the research programme.
- Presenting the research and its findings in different formats to professional, lay and academic audiences, communicating complex data in accessible ways.
- Working flexibly as part of a large team of academics based at institutions across the UK, including Durham, Lancaster, Liverpool, Manchester, Sheffield UCL and Glasgow Caledonian.
- Undertaking appropriate organisational and administrative activities connected to Centre research projects, including meeting and event organisation, and the development of outputs developed for a range of different audiences.
- 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.
- All staff have a statutory responsibility to take reasonable care of themselves, others, and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety & Emergency Procedures.

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

Qualifications and skills

Essential

- A PhD (this includes work submitted for assessment but not yet examined) in a relevant subject area or equivalent research, knowledge exchange and/or training experience relevant to this research field.
- Proven experience of empirical research drawing on a range of research techniques and methodologies.
- Competency to deliver effective training and make engaging presentations at conferences or share work in other appropriate events.
- Experience of delivering research-informed change projects and knowledge exchange for non-academic audiences and a commitment to develop and deliver research-informed professional training sessions for practitioner and policy audiences.



- Evidence of high quality publications and communication skills, as well as demonstrable potential for co-authorship of papers in leading academic journals.
- Excellent written and verbal communication skills including presentation skills and the ability to communicate effectively with a wide range of stakeholders.
- Knowledge and understanding of vulnerability and contemporary policing and the challenges in undertaking research with vulnerable groups and/or racially minoritised communities.
- Proven ability to manage competing demands effectively, responsibly and without close support and to work well in a team.
- A strong commitment to your own continuous professional development.

Desirable

- Experience of facilitating an evidence-informed change programme with diverse stakeholders.
- A track record of high-quality publishing and writing.
- Experience of communication, research application and impact-building activities for academic research.
- Previous experience of research involving vulnerable groups and/or criminal justice agencies and populations.

Additional information

One post will be based in the School for Business and Society at the University of York and the other will be based in the School of Law at the University of Leeds. There is a common application process for both 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.

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

We are a campus based community and regular interaction with campus is an expectation of all roles in line with academic and service needs and the requirements of the role. We are also open to discussing flexible working arrangements. To find out more about the benefits of working at the University and what it is like to live and work in the Leeds area visit our [Working at Leeds](#) information page.

As an international research-intensive university, we welcome students and staff from all walks of life. We foster an inclusive environment where all can flourish and prosper, and we are proud of our strong commitment to student education. Within the Faculty of Social Sciences we are dedicated to diversifying our community and we welcome the unique contributions that individuals can bring, and particularly encourage applications from, but not limited to Black, Asian, people who belong to a minority ethnic community; people who identify as LGBT+; and disabled people. Candidates will always be selected based on merit and ability.

We have identified that people who identify as Black, Asian or from a Minority Ethnic Background are currently underrepresented in this role and particularly welcome applications. Candidates will always be selected based on merit and ability.

Information for disabled candidates

Information for disabled candidates, impairments or health conditions, including requesting alternative formats, can be found on our [Accessibility](#) information page or by getting in touch with us at hr@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 in accordance with our Criminal Records policy. You can find out more about required checks and declarations in our [Criminal Records](#) information page.

