



Research Associate

Department	Social Work and Social Policy (www.strath.ac.uk/humanities/socialworksocialpolicy/)		
Faculty	Faculty of Humanities and Social Sciences (www.strath.ac.uk/humanities/)		
Staff Category	Research	Reference No	659679
Reports To	Head of Department/Institute, through PI	Grade	7
Salary Range	£ 36,924 - £ 45,163	Contract Type	Fixed Term (Until 30/04/2028)
FTE	0.8 (28 hours/week) Negotiable	Closing Date	05/12/2024
Working Arrangements	Hybrid. The standard requirement across the University is that at least three days per week (based on IFTE) will be spent working on-site (with flexibility as appropriate).	On Site Facilities	Car parking, sports centre, catering.
Holidays	31 days + 11 statutory days Option to purchase additional holidays.		
Pensions	Contributory pension scheme available to all staff including generous employer contribution.		
Training	Professional Development with Organisational and Staff Development Unit (OSDU) plus external training if required.		
Family Friendly Benefits	Generous parental leave provision, on-campus nursery and options for flexible working.		
Health and Wellbeing	University Sport centre, Occupational Health service, access to health and wellbeing events, cycle to work scheme, Employee Assistance Programme, agile working and established carers support network and carer friendly policies.		

Job Advert

We are seeking to appoint a researcher to work in Social Policy at the University of Strathclyde as part of a new, multi-institution programme of research examining the intersection of health and justice issues. The role will focus on exploring Scotland's commitment to 'public health policing' and would suit a researcher with strong qualitative research skills and experience of undertaking policy analysis, literature reviewing and interviews (ideally with professionals). The funding is for a 0.8FTE post over three years, from 1st May 2025. However, we are open to exploring alternative configurations, should applicants prefer (e.g. a full-time post over a shorter period, or a 0.7FTE post over a longer period). The role will primarily be based at the University of Strathclyde but some travel within Scotland will be required to engage with the other programme team members (at Edinburgh Napier University and the University of Glasgow) and to undertake interviews.

This Programme is funded by the Chief Scientist Office in Scotland (CSO) and represents a significant investment in research to identify promising measures for improving the health and wellbeing of some of the most marginalised communities in Scotland, with a view to contributing to wider efforts to reduce health inequalities. The appointed researcher will primarily be supported by, and working with, Professor Kat Smith at the University of Strathclyde (who Co-Directs the [Centre for Health Policy](#) and brings public health expertise) and Professor Liz Aston at Edinburgh Napier University (who Directs the [Scottish Institute for Policing Research](#) and brings extensive policing research expertise). However, there will also be opportunities to engage with

other researchers working on the intersection of health-justice, as well as with relevant policy, practice, civil society and community networks.

The role is based in Social Policy, which is a thriving academic group with particular expertise in intersectional inequalities and qualitative methods, and which is home to the Centre for Health Policy. The role will involve: identifying and analysing existing policy documents and literature discussing public health policing and/or Scotland's 2012 legislation stating that the main purpose of policing is to improve community safety and well-being; undertaking scoping interviews with relevant stakeholders; exploring the origins of public health policing as a policy idea in Scotland through a 'witness seminar'; contributing to a literature review of international evidence relating to public health policing; and undertaking a series of interviews and focus groups with people working in Police Scotland and in organisations that Police Scotland refer to (e.g. addiction and housing support organisations). The appointee will also work closely with the research team focusing on community perspectives, led by Professor Beth Weaver, at the University of Strathclyde, and Professor Alistair Fraser at the University of Glasgow, with a view to ensuring that the research on public health policing is informed by research with communities (and vice versa). You will write up research work for publication, independently and in collaboration with colleagues, and disseminate the results via peer reviewed journal publications and conference presentations, with linked blogs, social media summaries/briefings and presentations that aim to ensure the research is accessible to wider community, policy and policing audiences. Although this post is primarily a research post, you will be encouraged to collaborate with colleagues working in criminology, inequalities and social policy, to ensure that the Programme's research advances inform departmental teaching effort. You will also supervise a small number of relevant student projects, provide advice to students (e.g. via one-off skills or methods sessions) and contribute to teaching as required. This might include, for example, delivering guest lectures and seminars that relate to your research expertise and to your work in the Programme. You will also have opportunities to contribute to Programme and Department/Faculty administrative and management functions (e.g. through involvement in committees and in the Strathclyde Centre for Health Policy). You will be encouraged and supported to engage in continuous professional development throughout this role.

To be considered for the role, you will be educated to a minimum of PhD level in an appropriate discipline or have equivalent professional research experience in addition to a relevant degree. You will have sufficient breadth or depth of knowledge in policing research or public health and a developing ability to conduct individual research work, to disseminate results and to lead on knowledge exchange activities with policy stakeholders and local communities. You will have an ability to plan and organise your own workload effectively and an ability to work within a team environment. You will have excellent interpersonal and communication skills, with the ability to listen, engage and persuade, and to present complex information in an accessible way to a range of audiences, including policy, practice and community audiences.

Whilst not essential for the role, applications are welcomed from candidates with relevant work experience, membership of relevant Chartered/professional bodies (including the Higher Education Academy), and experience of relevant student supervision and teaching activities.

Job Description

Brief Outline of Job:

To undertake qualitative research for a new, multi-method research programme: *The Health-Justice Nexus: Crime and Justice as Social Determinants of Health in Scotland*, with support and guidance from Professor Kat Smith (Strathclyde) and Professor Liz Aston (Edinburgh Napier University); to lead on identifying and analysing relevant policy documents; to contribute to a review of relevant international literature; to undertake a series of stakeholder interviews and focus groups (including with Police Scotland); to work with Smith and Aston to organise a 'witness seminar' to explore the origins of public health policing as a policy idea in Scotland; to engage with colleagues in the programme whose research centres on local communities, to ensure there are strong connections between the research on policing and communities within the programme; to undertake knowledge exchange with a policy and community stakeholders; to engage, where required, in relevant teaching and citizenship activities; and input to administrative activities and events.

Main Activities/Responsibilities:

1.	As part of the wider <i>CSO Health-Justice</i> programme, conduct qualitative research (individually and collaboratively) that directly contributes to addressing the Programme's research questions and themes relating to public health policing, with guidance from senior colleagues as required. This is will primarily involve undertaking documentary analysis, interviews and focus groups.
2.	Plan and manage own workload, with guidance from colleagues as required.
3.	Contribute to wider Programme activities to support learning across the different components of the programme, with a particular focus on ensuring there are strong interactions between research focusing on public health policing and research working with communities.
4.	Lead on designing, organising and supporting a witness seminar to explore the origins of public health policing as a policy idea in Scotland

5.	Write up research work for publication, individually and in collaboration with colleagues, and disseminate results by, for example, peer reviewed journal publications, presentations at conferences, bespoke presentations to colleagues working in policing, community and policy settings, research briefings, blogs, podcasts and social media threads.
6.	Help develop networks within and beyond the CSO Programme to share information and ideas, and to inform the development of research and analysis that connects across programme workstreams.
7.	Collaborate with colleagues to ensure that research advances inform departmental teaching effort and contribute to relevant teaching activities (e.g. via occasional lectures and seminars, some marking and/or supervising relevant student projects).
8.	Collaborate with colleagues to identify potential opportunities for public policy and practice impact and to develop effective knowledge exchange strategies and activities.
9.	Work with colleagues in Social Work and Social Policy to enhance the Department's research culture (e.g. by participating in Health and Wellbeing Cluster and Centre for Health Policy events and activities and by contributing to the research in progress sessions and departmental seminar series).
10.	Contribute, in a developing capacity, to Programme, Department/School, Faculty and/or University administrative and management functions and committees.
11.	Identify sources of funding and, towards the end of the post especially, contribute to the securing of funds for research and knowledge exchange, including by contributing to drafting grant proposals and planning future proposals.
12.	Engage in continuous professional development both individually and collectively, with other CSO Programme researchers.

Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1 Good honours degree and PhD (or equivalent professional experience) in an appropriate discipline i.e. criminology, public health or sociology

Experience

E2 Sufficient breadth or depth of knowledge relating to policing research or to the core programme focus on health inequalities and health-justice intersections, to contribute to the success of the overall programme.

E3 Experience of critically reviewing and synthesising published research

E4 Experience and understanding of a range of qualitative research methods, including documentary analysis, interviews and group-based research (e.g. focus groups or witness seminars).

D1 Experience of supporting knowledge exchange and public engagement events and activities

Job Related Skills and Achievements

E5 Developing ability to conduct individual research work, to write up and disseminate results for academic, policy and community audiences.

E6 Ability to plan and organise own workload effectively.

E7 Ability to work within a team environment.

Personal Attributes

E8 Excellent interpersonal and communication skills, with the ability to listen, engage and persuade, and to present complex information in an accessible way to a range of audiences.

Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted without further permission, unless you indicate that you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Professor Kat Smith, Professor (katherine.smith.100@strath.ac.uk).

Conditions of Employment

Conditions of employment relating to the Research staff category can be found at: [Conditions of Employment](#).

Rewards and Benefits

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

Basic Disclosure

This role requires the satisfactory outcome of a Basic Disclosure Scotland Check. The successful applicant will be asked to carry out a Basic Disclosure Scotland Check. Whether an outcome is satisfactory will be determined by the University.

Probation

Where applicable, the successful applicant will be required to serve a 9 month probationary period.

Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the Relocation Policy.

Interviews

Formal interviews for this post will be held on Thursday, 5 December 2024.

Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our equality, diversity and inclusion charters, initiatives, groups and networks.

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, and disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.



Conditions of Employment

Research Staff

1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, the Privy Council. Staff are also expected to familiarise themselves with, and adhere to, general University policies and procedures, as published on University web pages.

The University Court recognises Strathclyde Universities and College Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Research Staff. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member of staff's letter of appointment and any accompanying papers.

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at www.strath.ac.uk/publicinterestdisclosure. Other relevant policies, e.g. Fraud Prevention and Conflicts of Interests, can also be found on the University's website.

Any member of staff may at any time be exposed to commercially sensitive information, information related to potentially valuable intellectual property or information which may otherwise be of a confidential nature. This information, which could be found anywhere in the University, may be written or disclosed orally, can include information of a commercial or technical nature, and may be owned by the University or by third parties. The University requires all employees to keep any such information confidential in the first instance and not disclose, publish or otherwise disseminate it without prior consent of the University. Such confidentiality obligations are commonplace and in the commercial interests of the University. When in doubt advice should always be sought from Research and Knowledge Exchange Services prior to disclosure.

The University operates probationary periods for new staff, the duration of which will be specified in individual letters of appointment. The normal probation period for posts in this staff category is 9 months for those at grades 6 and 7, and 12 months for grades 8 and above. Further guidance on probationary procedures is published at <http://www.strath.ac.uk/staff/policies/hr/>.

Further guidance on probationary procedures is published at www.strath.ac.uk/hr.

Further information on the terms and conditions specified in this document and other staffing policies and procedures can also be found at www.strath.ac.uk/hr.

2. SALARY

Appointments are made at an appropriate salary point on the University's grading structure, with initial placing determined according to qualifications and experience. Increments are paid to staff on the 12 month anniversary of their appointment. Where this is not the first of the month, the increment will be paid on the first of the month directly

after the 12 month anniversary. This allows 1 progression to the next point on the salary scale until the top guaranteed point of the scale is reached.

Salaries are paid directly to staff members nominated bank account, normally on the second last working day of the month.

3. HOURS OF WORK

Working time is that required to fulfil the duties of the post. The University Court recognises that research staff carry out these duties in a variety of ways appropriate to the nature of the research activity, but expects regular contact to take place between the research staff employee and the supervisor/granholder (where these positions are occupied by different individuals) during normal working hours on week days. There are exceptions to this pattern which may involve contact at other locations or in the evenings, or at weekends, but these arrangement will be made with the agreement of the member of staff concerned.

Duties may, by arrangement with Head of Department/School/Director, include some teaching associated with the post (up to a maximum of 40 hours per semester) for which no additional payment will be made.

Additional work which does not fall within the scope of that described above may by arrangement attract payment which must be authorised and processed through the payroll.

4. HOLIDAYS

Annual leave entitlement is 31 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, holidays will be calculated on a pro-rata basis.

In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. **These additional days count against the annual leave entitlement.**

For staff members working on a part-time basis, public holiday entitlement will be calculated on a pro-rata basis.

Annual leave and public holiday entitlements should be taken in the leave year to which they relate. Up to five days leave can be carried forward into the new leave year subject to line management agreement. In exceptional circumstances, Heads of Department/School/Director may approve carry forward of accrued annual leave in excess of five days.

The University's expectation is that staff take all accrued holidays prior to their termination date. If staff have exceeded their entitlement the University will deduct an equivalent number of days pay from final salary payments.

5. SICKNESS ABSENCE

During any period of absence through illness or injury provided the appropriate notification and certification procedures have been followed the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

Period of Continuous Employment at start of absence from work	Full Pay	Half Pay
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Work and Pensions. For full details on the general University policy in this area please refer to the Sickness Absence Management Policy at www.strath.ac.uk/staff/policies/hr.

6. PENSIONS

If you are under age 75 at the date your appointment commences you will automatically become a member of the pension scheme operated by the University — the Universities Superannuation Scheme (USS). You will be admitted to the career revalued benefits scheme called the USS Retirement Income Builder; the contribution rate that currently applies is 6.1% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. The current threshold from 1 April 2024 is £70,296 per year. Contributions based on salary above the monthly equivalent rate of the threshold are paid to the defined contribution section of the scheme called the USS Investment Builder. Please use the following link to access information, including the USS Member Guide: <https://www.uss.co.uk/for-members/youre-a-new-joiner>. The scheme booklet is called 'Your Guide to the Universities Superannuation Scheme'.

The University operates a salary exchange arrangement, Pensions Plus, for members of the USS. Pensions Plus enables pension contributions to be made in a manner so that both employees and the University can benefit from available National Insurance Contribution savings. You will be automatically included in Pensions Plus, provided it does not adversely affect your take-home pay or your ability to claim certain state benefits. If your earnings fall below the Pension Plus pay protection limit you will be opted out of Pension Plus. This will not affect your membership of the USS.

New members of staff may opt out of USS within three months of taking up appointment and will then be treated as if they had never been a member of the scheme. After three months members of staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section, Finance, in the first instance (pensions@strath.ac.uk). Please note that if you are a member of Pensions Plus and withdraw from USS with less than two years of membership, or cease employment with the University and have less than two years of USS membership, the option of a refund of pension contributions will not be available to you. Instead, USS must provide you with a pension benefit that is payable from your Normal Pension Age. Regardless of whether you participate in Pensions Plus, if you are a member of the pension scheme for two years or more you are not entitled to a refund of pension contributions on leaving the scheme, you will be entitled to a pension benefit.

The University reserves the right to alter or withdraw Pensions Plus as it sees fit or as required to comply with legislative changes. Withdrawal or amendment of Pensions Plus will not affect your membership of USS. If you do not wish to participate in Pensions Plus but wish to remain in

the pension scheme please contact the Pensions Team who will provide you with a non-participation form.

Information regarding pension scheme membership can be found on the Pensions pages of the University's website. Full information regarding USS can be found on the USS website – www.uss.co.uk

7. PLACE OF WORK AND RESIDENCE

Members of staff will be based on the John Anderson Campus, unless otherwise stated in the letter of appointment. The Department/School in which the post is initially placed will be specified in the letter of appointment although there will be an expectation to work at such other places as required in the course of employment.

If the need arises for members of staff to work outside the UK for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff would then be provided with a statement in advance setting out the terms covering such periods of employment.

The University does not normally place specific restrictions upon the place of residence of members of staff. All staff are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment.

8. CONSULTANCY/FURTHER ACTIVITIES

To support the strategic objectives of the University and to facilitate individual professional development, the University encourages staff to engage in professional activities with outside bodies related to their field of work. In many cases, such activity will be approved on the basis that it represents University knowledge exchange activity and should therefore be treated as part of the individual's overall workload and managed through the University's systems. It is also recognised that there will be some cases where an activity is entirely separate from the University and should thus be notified/approved as a personal business activity. For further information please refer to the "University Procedure in relation to Work for Outside Bodies including Consultancies", which forms part of the employment contract and can be accessed at www.strath.ac.uk/hr.

9. DISCIPLINARY AND GRIEVANCE PROCEDURES

Further information on the University's disciplinary and grievance procedure can also be found at www.strath.ac.uk/policies/hr or on request from Human Resources.

10. NOTICE AND TERMINATION

Members of staff are employed on the conditions indicated in individual letters of appointment and any accompanying papers. The University is not obliged to give notice of termination or continue any employment beyond the end of that period. Where the period of the contract of employment is for one year or less it may be terminated short of the fixed term period by one months notice on either side. Where the period of the contract of employment is for more than one year, or where there have been a further contract or series of contracts immediately consecutive, the employment may be terminated short of the fixed term period by three months' notice on either side, except during the probationary period when the notice period is one month.

If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice.

Revised April 2024