



## Job Description

<b>Job title</b>	Research Associate
<b>Department/School</b>	Department of Social and Policy Science
<b>Job family</b>	Education and Research
<b>Grade</b>	7
<b>Reporting to</b>	Dr Kate Gooch (Principal Investigator, PI).
<b>Responsible for</b>	There may be a requirement for day to day supervision of research assistants and undergraduate students, including supervision and support within prison sites.
<b>Location</b>	University of Bath premises, with off-site research and travel (including travel to and research within prisons)

### Background and context

The University of Bath is seeking to appoint a post-doctoral research associate (PDRA) for a 20-month period to work on an ESRC-funded project entitled, *The Rehabilitation Prison: An oxymoron or an opportunity to radically reform imprisonment?* This project is led by Dr Kate Gooch (PI) and Professor Yvonne Jewkes (co-investigator, CI).

Embedding impact from the outset, the study will investigate the parameters, opportunities, and limits of rehabilitation within prison. It will explore five central themes: rehabilitative aims, rehabilitate spaces, rehabilitative relationships, rehabilitative leaders and staff, rehabilitative living, and rehabilitative journeys (i.e. how different groups of prisoners experience rehabilitation and at different stages of their sentence). A mixed-method approach has been adopted, blending quantitative, qualitative, and ethnographic data in at least two prisons, including semi-structured interviews, focus groups, walked interviews and surveys. The data collection and analysis process is currently underway, but will continue throughout the lifetime of the project. The successful applicant will be required to work independently and collaboratively in conducting empirical research, as well as taking a lead role in analysing, inputting, and interpreting the data, using appropriate software packages where necessary. The PDRA will manage, support, and supervise research assistants and undergraduate placement students completing desk-based and empirical research within prisons. The PDRA will also carry out other related research (including desk-based research), administrative and writing functions under the guidance and supervision of the PI and CI. S/he will also be expected to work with the PI and CI on the production of journal articles and a monograph, while participating in other parts of the research project, such as organising conferences, seminars and knowledge exchange events, and producing policy orientated reports and publications. S/he will be expected to

manage the maintenance of a project webpage, blog, podcasts, and social media accounts.

### Job purpose

To provide subject-specific research expertise and undertake specific research work to a Principal Investigator (PI)/Co-Investigator (CI) and their research team for a specified grant/project.

### Main duties and responsibilities

	Responsible to the PI:
<b>1</b>	Contributing to the design and execution of the research project e.g. timetabling and meeting project milestones; participating in regular discussions with collaborative partners.
<b>2</b>	Conducting independent and collaborative ethnographic research in at least two prisons
<b>3</b>	Generating, collecting, and analysing qualitative data in at least two prisons, including focus groups, walked interviews and semi-structured interviews
<b>4</b>	Generating, collecting, and analysing quantitative data in at least two prisons, including survey data and management information
<b>5</b>	Managing, supporting, and supervising research assistants, including undergraduate student placements, who are conducting desk-based and empirical research
<b>6</b>	Leading, with support from the PI and CI, a photography project in at least one prison and other
<b>7</b>	Writing, maintaining, and sharing accurate field notes with the research team
<b>8</b>	Managing safe data management and storage, including preparing the data for archiving and storage
<b>9</b>	Maintaining the highest standards of integrity, professionalism, and ethical behaviour.
<b>10</b>	Writing up results of research and contributing to the publication of results in high-quality peer-reviewed academic literature and outputs for a practitioner and/or policy audience (e.g. policy briefings and reports)

<b>11</b>	Developing and maintaining a project webpage, blog, a podcast, and other media content such as social media
<b>12</b>	Disseminating results of research project through activities such as <ul style="list-style-type: none"> <li>• overseas research visits</li> <li>• conference presentations</li> <li>• public engagement activities</li> <li>• stakeholder events</li> </ul>
<b>13</b>	Preparing and delivering presentations/seminars to project team, internal and external stakeholders, or funders.
<b>14</b>	Co-organising and delivering with the PI and CI project conferences and knowledge exchange events
<b>15</b>	Organising advisory group meetings with the PI and CI, including but not limited to making travel arrangements, room bookings, making catering arrangements, and preparing and disseminating meeting agendas
<b>16</b>	Organising travel and accommodation for the purposes of fieldwork and research dissemination (including travel arrangements for members of the team)
<b>17</b>	Identifying sources of funding and provide assistance with preparing bids to funding bodies where appropriate. Develop ability to secure own funding e.g. travel grants.
<b>18</b>	You will from time to time be required to undertake other duties of a similar nature as reasonably required by your line manager. You are required to follow all University policies and procedures at all times and take account of University guidance.

## Person Specification

Criteria	Essential	Desirable
<b>Qualifications</b>		
A PhD degree in subject area of direct relevance for the project, or equivalent significant relevant experience and professional qualification	√	
<b>Experience/Knowledge</b>		
Post doctoral experience		√
Experience of conducting independent and collaborative research in a custodial environment	√	
Experience of collecting and analysing qualitative, quantitative, and/or ethnographic data	√	
Demonstrated potential to publish in high quality, peer reviewed journals	√	
Experience of, or evidence of openness to, use software packages such as NVivo and SPSS for the purposes of data analysis		√
Experience of website design and maintenance		√
Experience of, or openness to, the use of social media, blogs and podcasts for the purposes of dissemination and profile raising		√
<b>Skills</b>		
Ability to prepare research proposals, to conduct individual research work and to disseminate results		√
Ability to organise and prioritise own workload to meet required deadlines	√	
Ability to write research reports and to effectively disseminate outcomes	√	
Excellent oral, interpersonal and written communication skills	√	
Proficiency in appropriate techniques (as appropriate to discipline)	√	
Proficiency in IT skills (as appropriate to discipline)	√	

Attributes		
Commitment to working within professional and ethical codes of conduct	√	
Innovation and developing creative solutions	√	
Commitment to excellence in research	√	
Enthusiasm and self-motivation	√	
Tenacity – working to achieve own and team objectives and to overcome obstacles	√	
Ability to be an effective team worker	√	
Commitment to safe and ethical working practices	√	