



Job title	Research Fellow (Title will be 'Research Associate' where an appointment is made before PhD is completed)	Job family and level	Research and Teaching Level 4
School/ Department	School of Geography	Location	University Park

Purpose of role

This appointment is being made in relation to a £1.6 million UKRI Future Leaders Fellowship entitled "Invisible Women, Invisible Workers: Focusing a gendered lens on health and safety in the global garment industry" (2022-2026) led by Dr Sabina Lawreniuk. The Fellowship explores the health and safety of workers in the global garment and footwear industry, focusing on four producer countries: Cambodia, Ethiopia, Jordan and the UK. Health and safety is a particularly urgent concern for female workers in the sector. Although women comprise a majority of the workforce in global garments and footwear manufacturing, a lack of gender-disaggregated data combined with the predominance of gender-blind health and safety programmes means that workplace protections often hide key threats to women's wellbeing. The research aims to understand and communicate how women in the garment industry experience health and safety in their working lives, and identify strategies to better protect their wellbeing and security.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	Field work data collection To plan and conduct qualitative fieldwork research using feminist, creative and participatory approaches in the project's UK case study site.	20
2	Data analysis To analyse and illuminate data from across the project field sites, interpret reports, evaluate and criticise texts and bring new insights to the study of women's health and safety in global work and production.	10
3	Writing and publication for academic audiences To write up research work for publication in (inter)disciplinary peer-reviewed academic journals and contribute to their dissemination at national/international conferences.	30
4	Building external stakeholder relationships and networks	5

	To coordinate relationships and events with research partners and external stakeholders to develop and deliver knowledge exchange towards impact.	
5	Impact and dissemination with non-academic audiences To plan and generate impact-focused material to reach and influence non-academic audiences.	30
6	Administrative support To provide administrative support to the Principal Investigator and research team, as required, to deliver the Fellowship's core aims and objectives.	5

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Excellent oral and written communication skills, including the ability to communicate with clarity on complex information. ▪ Excellent networking and interpersonal skills, including the ability to build relationships and collaborate with others, both internally and externally. ▪ Excellent project management and organizational skills, including ability to manage a demanding workload and work to tight deadlines. ▪ Excellent data collection and analysis skills, including ability to creatively apply relevant research approaches, models, techniques and methods. 	<ul style="list-style-type: none"> ▪ Ability to foster a research culture and commitment in others.
Knowledge and experience	<ul style="list-style-type: none"> ▪ Knowledge and experience of the academic-policy-practice interface. ▪ A track record of academic publications in relevant journals and/or research-led policy reports. ▪ Experience of conducting qualitative research with garment worker communities. 	<ul style="list-style-type: none"> ▪ Experience delivering varied research projects and outputs for diverse audiences, including non-academic audiences. ▪ Experience in coordinating and managing internal and external stakeholders. ▪ Experience in relevant external stakeholder settings. ▪ Experience in planning and conducting ethnographic, participatory or creative research methods. ▪ Familiarity with key research themes including gendered work relations; OR (feminist) political economy; OR social reproduction theory; OR gendered health and wellbeing.
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ PhD or equivalent in relevant subject area, or professional qualifications and experience in research area. ▪ OR near to completion of a PhD 	
Statutory, legal or special requirements		



As part of this, we welcome a diverse population to join our work force and therefore encourage applicants from all communities, particularly those whose protected characteristics under the Equality Act 2010, are not well-presented in our current staff body.



The University is a signatory of the Declaration on Research Assessment (DORA). As such we commit to focus on the scientific content of publications (where requested or provided as part of the recruitment and selection process) as a basis for review of quality, and consideration of value and impact of research conducted, rather than any proxy measures such as Journal Impact Factor.

Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

Valuing people	Is friendly, engaging and receptive, putting others at ease. Actively listens to others and goes out of way to ensure people feel valued, developed and supported.
Taking ownership	Is clear on what needs to be done encouraging others to take ownership. Takes action when required, being mindful of important aspects such as Health & Safety, Equality, Diversity & Inclusion, and other considerations.
Forward thinking	Drives the development, sharing and implementation of new ideas and improvements to support strategic objectives. Engages others in the improvement process.
Professional pride	Is professional in approach and style, setting an example to others; strives to demonstrate excellence through development of self, others and effective working practices.
Always inclusive	Builds effective working relationships, recognising and including the contribution of others; promotes inclusion and inclusive practices within own work area.

Key relationships with others



