

## Research Associate (Part-time 0.4FTE and fixed-term from 3 September 2018 until 1 December 2019)

Job Ref: REQ180099

**As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.**

### Department summary:

<http://www.lboro.ac.uk/departments/socialsciences/>

### Job Description

#### Job Grade: Specialist and Supporting Academic, Grade 6

This is an exciting opportunity to play a key research role in a new ESRC funded research project critically assessing the options and implications of reforming the assignment and regulation of legal gender identity in Britain. The role is 2 days a week (40%) for 15 months.

The researcher's main responsibilities are to conduct quantitative and qualitative research, organise and manage quantitative and qualitative project data, arrange events and meetings relating to research, project management, and contribute to the analysis and dissemination of the research. Specifically, quantitative skills will be needed to set up a public attitudes survey, collate responses and contribute to data analysis, and digital skills will be needed for the multi-media representation of legal gender experiences aspect of the project. Moreover, qualitative interviewing and data analysis skills will also be required.

#### ESRC Project

In the global north, sex and gender are changing. With these changes come new dilemmas for governance structures that use sex and gender as key markers of identity. This project poses the question: should government retain the current system of a legal gender assigned at birth? And if the present system should be reformed, what are the implications of different alternatives? Reform options proposed or introduced internationally include: maintaining legal assignment at birth with additional gender categories; gender determination on maturity; formalized self-declaration; and flexible informal determination. Taking England and Wales as its legal focus, while attuned to wider international developments and debates, this 3 year interdisciplinary project will critically explore different reform options from the perspective of social policy, equality social justice, wider public perceptions, and the impact of reform on other areas of statutory law.

The successful candidate will be working on the strand of the wider project which focuses on understanding what legal gender means for a demographically diverse population. People's experiences of legal categories often have complex, uneasy and loose relations to legal categories themselves. This strand examines attitudes to reform options and the current legal framework among different communities, using an online survey, video/audio recordings of everyday life (n=30) and semi-structured qualitative interviews with members of the general public (n=40), as well as 20 interviews with parents of young children. The large scale online survey will be used to purposively sample participants and follow-up interviews.

The key questions guiding the research directly connected to this post are: When, if ever, do individuals perceive legal gender as relevant and mattering in everyday life? What perspectives are

held on different legal reform models and how do they correlate demographically? What “sticking points” arise regarding reform for particular constituencies? To what extent, and how, do individual perspectives on reform correspond with understandings of gender, for instance as fixed/fluid, binary/variable, benign/harmful?

The successful candidate will primarily work with Professor Elizabeth Peel (Department of Social Sciences), and will be linked to the Centre for Research in Communication and Culture at Loughborough University. She/he will also collaborate closely with the wider ESRC project team (PI Professor Davina Cooper, Dickson Poon School of Law King’s College London; CIs Dr Flora Renz and Professor Emily Grabham at Kent Law School, and the full-time project RA Robyn Emerton based at King’s College London.

### **Job Purpose**

To conduct quantitative and qualitative research on public attitudes to legal gender and its reform. The quantitative research will consist of setting up a public attitudes survey, collating and analysing responses. The qualitative aspect will include conducting and analysing interviews, and collecting and analysing participants’ everyday experiences of gender (e.g., misgendering; encounters with regulatory bodies) collected via smart phone/video or audio technology.

### **Job Duties**

#### **Project Specific (management)**

- Take shared responsibility for quantitative and qualitative research on public attitudes to legal gender and its reform;
- Manage and coordinate specific areas of quantitative and qualitative research, namely manage the survey design and recruitment process, data collation and initial analysis, and also identify interviewees from the survey, liaise with them, assist them with audio-visual data capture, set up and conduct 75% of interviews, organise transcription, engage in qualitative analysis;
- Take responsibility for negotiating and maintaining research contacts and relationships with research participants;
- Manage and develop online materials, blogs and social media as appropriate.
- Manage quantitative and qualitative research materials;
- Take responsibility for the analysis and presentation of findings;
- Assist with the management and organization of project meetings;
- Attend and contribute to meetings with project partners and other stakeholder organisations;
- To work in close collaboration with the wider project team and the research associate based at King’s College London;
- Report to the Loughborough Investigator;
- Share research progress and issues with the Loughborough Investigator and wider project team;
- Attendance and input at regular internal meetings.

#### **Project Specific (research)**

- Conduct literature based searches and collect background information on the research area;
- Contribute to the design and delivery of the online survey on attitudes to legal gender identity;
- Negotiate and follow up research contacts;
- Design and undertake data collection using qualitative interviewing techniques;
- Analyse quantitative and qualitative research data;
- Engage with various stages of data analysis;
- To contribute to the design and delivery of project events and associated scholarly activities (e.g. research symposia);
- Manage the dissemination of online materials such as blogs and social media;
- Assist in the development of materials for knowledge transfer and networking;
- Attend and take part in continual professional development events;
- Author / co-author seminar and/or conference papers based on the research;
- Present /co-present at conferences, seminars and related events;
- Author / co-author scholarly articles based on this research.

**Other Related Activities and Functions**

- To engage in training programmes in the University (e.g. through Professional Development) which are consistent with your needs and aspirations and those of the School);
- To undertake such duties as may be reasonably requested and that are commensurate with the nature and grade of the post.

**Points To Note**

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility entailed.

**Special Conditions**

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 and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Respecting Diversity and, where appropriate, Recruitment and Selection.

**Organisational Responsibility**

Reports to the Co Investigator, Professor Elizabeth Peel.

## Person Specification

Your application will be reviewed against the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application. Stages of assessment are as follows:

- 1 – Application
- 2 – Presentation
- 3 – Interview

### Essential Criteria

Area	Criteria	Stage
Experience	Experience of using quantitative and qualitative social research methods	1,3
	Experience of quantitative and qualitative data analysis (e.g. SPSS, transcription, coding and analysis)	1,2,3
	Substantial knowledge of feminism/gender studies, in at least one of the following fields: social psychology, sociology, law or a cognate discipline as relevant to the project focus.	1,2,3
Skills and abilities	Ability to develop and analyse online surveys, and to conduct discourse and/or conversation analysis.	1,3
	Ability to publish in academic journals and present at academic conferences	1,3
	Competence in IT skills, Internet usage and digital media (e.g. web site development)	1,3
	Excellent written and spoken English	1, 2, 3
	Excellent time management and ability to complete agreed work commitments on time	1,3
	Ability to work independently <u>and</u> as part of a team and to collaborate with others	1,3
Training	A willingness to undertake further training as appropriate and to adopt new procedures as and when required	1,3
Qualifications	PhD in Psychology, Sociology, Law or another social sciences or humanities discipline of relevance to the project (or very close to completion)	1,3
Other	A degree of flexibility and commitment to meet deadlines as appropriate	1,3

### Desirable Criteria

Area	Criteria	Stage
Experience	Experience of one or more of the following: conducting empirical research with diverse groups; survey development; qualitative interviewing; generation and analysis of naturalistic data	1,3
Skills and abilities	Proven ability to publish in academic journals and present at academic conferences	1,3
	Good understanding of the complex and contentious issues raised by the project, and ability to effectively conduct research and work with people holding different, including passionately contrasting, views.	1,2,3

## Conditions of Service

The position is part-time and fixed-term from **3 September 2018** until **1 December 2019**. Salary will be on Supporting and Specialist Academic, Grade 6, £29,799 to £34,520 per annum pro rata at a starting salary to be confirmed on offer of appointment.

The appointment will be subject to the University's normal Terms and Conditions of Employment for Academic and Related staff/Operational and Administrative staff, details of which can be found [here](#).

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available at <http://www.lboro.ac.uk/services/hr/a-z/family-leave-policy-and-procedure---page.html>.

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available at: <http://www.lboro.ac.uk/services/hr/a-z/childcare-information---page.html>)

In addition, the University is supportive, wherever possible, of flexible working arrangements. We also strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN see <http://www.lboro.ac.uk/services/hr/athena-swan/>

## Informal Enquiries

Informal enquiries should be made to Elizabeth Peel, Professor of Communication and Social Interaction by email at [e.peel@lboro.ac.uk](mailto:e.peel@lboro.ac.uk)

## Applications

The closing date for receipt of applications is **Monday 16 April**. Interviews will be held on **Wednesday 23 May**.