

Research Associate

Gendered re-presentation of disability: Equality, empowerment, and marginalisation in Paralympic media

REQ210120

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Internationally recognised for its contribution to the study of sport, exercise and health, the School has wide-ranging expertise, encompassing such diverse areas as biomechanics, medicine, molecular and cellular biology, nutrition, pedagogy, psychology, physiology, sociology, economics and sport management.

The School has an active and ambitious plan to grow capacity and influence through developments as part of the National Centre for Sport and Exercise Medicine, Loughborough in London, and StemLab.

The School is extremely proud to hold an **Athena Swan Silver Award** since 2013, recognising the commitment and work of the School in addressing gender inequalities in Science and to improving career progress for female academics. The School is committed to ensuring that female students and staff are able to achieve their full potential; and provides a flexible and open working culture to enable staff to maintain a work-life balance.

We support our Athena SWAN initiatives by investing in:

- Bespoke leadership programmes to encourage and build confidence in women to take leadership roles.
- Working lunches where needed to enable meetings to be held between 10am and 4pm (as per our Silver Action Plan).
- Monthly coffee mornings which provide opportunities for networking and developing a sense of community within the School.
- Extra mile award which recognises the above and beyond contributions of staff from all job families and research students.

We also welcome applications from those looking to work part-time.

Further information about Athena SWAN and the School's commitment to uphold the Silver Award can be found at: <http://www.lboro.ac.uk/departments/ssehs/about/athena-swan/>

Research

Research within the School is characterised by excellence and breadth, and its quality was recognised by the 2014 Research Excellence Framework audit. A broad range of social and natural sciences contribute to the School's research activity which is organised within three overlapping themes:

- **Sport performance**, which aims to understand and enhance sport and exercise performance across the ability range by investigating the factors influencing, and methods for improving, human performance in sport and exercise;
- **Lifestyle for health and well-being**, which aims to improve human health and wellbeing throughout the lifespan by considering the social, behavioural and biological determinants and consequences of human lifestyles with specific emphases on physical activity, nutrition and chronic disease; and
- **Participation in sport and exercise**, which aims to analyse the sociological, economic, psychological, political, organisational and behavioural factors which inhibit and facilitate community participation in sport and exercise.

The School's research themes articulate in particular with the Sport and Exercise Beacon and the Health and Wellbeing Global Challenge which are key elements of the University's CALIBRE (Collective Ambition at Loughborough for Building Research Excellence) framework.

Further information about the School's research themes can be found at:
<http://www.lboro.ac.uk/departments/ssehs/research/> and about the University's CALIBRE framework at:
<http://www.lboro.ac.uk/research/calibre/>

Job Description

Funded by the Arts & Humanities Research Council, the project '*Gendered re-presentation of disability: Equality, empowerment and marginalisation in Paralympic media*' will explore the media representations of Paralympic athletes in print, online and social media. The project is designed to build on a growing body of work focused on the role of Paralympic media in shaping and diversifying disability (self-)representation and public narratives at the intersection of gender/sexuality and race/ethnicity. The project will seek to explore the influence of Paralympic media and the shifts in disability representation on the identities and experiences of disabled people. Knowledge from this project will contribute to ensuring Paralympic media coverage – as an important platform for voice, advocacy, and empowerment – continues to effect progressive social change at the intersection of gendered / racial equality. The research will be of value to media organisations, National and International Paralympic Governing bodies, disability charities, students and the wider public, and will provide opportunities for engagement with external organisations and the public.

Job Family & Grade: Specialist & Supporting Academic (Research) Grade 6

Job Purpose:

1. To conduct research in the area of Gender/Race, Media, and Paralympic Sport.
2. To contribute toward the management and every day work of the project, and the delivery of project aims.
3. To undertake primary data collection.
4. To engage with external organisations and the public to deliver knowledge translation activities and events.

Job Duties:

- Contribute to the development of academic papers suitable for publication in high quality journals.
- Contribute to the development of project reports relevant to external organisations.
- Conduct a media analyses on Paralympic print, online and digital media.
- Conduct qualitative focus groups and interviews with disabled people and other stakeholders.
- Collate, analyse and manage large amounts of qualitative data.
- Be responsible for conducting the day to day running of the project.
- Formulate detailed plans for the project with guidance from the project team.
- Feed back to the project team on progress, to make recommendations for next steps.
- Travel to attend meetings and project events.
- Attend and contribute to conferences.
- Contribute to project promotion, public communications, and engagement events (e.g. public lectures, webinars, project end event).
- Contribute ideas for new research and enterprise directions.
- Engage in training programmes in the University (or elsewhere) that are consistent with the needs and aspirations of the project and those of the Department.
- Undertake other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.

Teaching:

There are no specific teaching responsibilities for this position.

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 Dr Emma Pullen, Lecturer in Sport Management
<https://www.lboro.ac.uk/departments/ssehs/staff/emma-pullen/>

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 – Test/Assessment Centre/Presentation
- 3 – Interview

ESSENTIAL

| Area | Criteria | Stage |
|-----------------------------|---|-------|
| Experience | Experience of project management | 1,3 |
| | Experience of conducting media research and qualitative research with diverse stakeholders | 1,3 |
| | Authoring original work for academic journal papers, conference papers or technical/project reports | 1,3 |
| Skills and abilities | Good understanding of media research/analysis and qualitative approaches | 1,3 |
| | Excellent written and oral communication skills | 1,3 |
| | Self-motivated with ability to meet deadlines | 1,3 |
| | Excellent interpersonal and organisational skills | 1,3 |
| | Working knowledge of Microsoft software packages | 1,3 |
| | Ability to write project reports and make presentations to funders, stakeholders and academic research groups | 1,3 |
| | Knowledge of relevant Health & Safety issues | 1,3 |
| Training | Demonstrate evidence of having undertaken further training | 1 |
| Qualifications | PhD in a relevant area | 1 |
| Other | Commitment to observing the University's Equal Opportunities policy at all times. | 3 |

DESIRABLE

| Area | Criteria | Stage |
|-----------------------------|--|-------|
| Experience | Developing proposals for funding from external agencies | 1,3 |
| | Working in a high quality academic research environment | 1,3 |
| Skills and abilities | Good understanding of Paralympic sport and / or disability media studies | 1,3 |
| | Experience in Paralympic sport and / or disability | 1,3 |

Conditions of Service

This **full-time** post is offered on a **fixed-term** contract for 17-months (1 June 2021 to 31 October 2022), within the *Specialist & Supporting Academic (Research)* job family at Grade 6 £30,942 per annum at 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 Grade 6 and above 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 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/>