

## Research Associate: JustGESI Project

Full-time and Fixed Term for 25 months

Job Ref: REQ250119

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Departmental Summary: [STEER | Loughborough University](#)

### Project Description

The successful candidate for this position will become part of the *Mainstreaming Gender Equality and Social Inclusion for a Just Energy Transition in Ethiopia, Malawi, Mozambique and Tanzania (JustGESI) Project* funded by the Ayrton Fund of UK Research and Innovation (UKRI). The JustGESI Project runs from 2025-2027 and aims to ensure that future energy transitions are equitable by advancing gender equality and social inclusion in community energy projects on the ground and in policymaking and by addressing the skills gaps that have historically kept women and marginalised groups out of the clean energy economy. It focuses on the strategies of institutional change and capacity building as key levers to bring about a radical change to advance gender justice in the transition to clean energy.

The £3m project, led by Vanesa Castán Broto, Professor of Climate Urbanism at the University of Sheffield's Urban Institute, involves a wide range of collaborators including scholars from Addis Ababa University and Mekelle University in Ethiopia; Ardhi University and TATEDO in Tanzania; Eduardo Mondlane University and the Centre for Research in Governance and Development in Mozambique; Mzuzu University and the Malawi University of Business and Applied Sciences in Malawi; Cape Town University in South Africa; and the Universities of Loughborough, Strathclyde and Sheffield Hallam in the UK.

The post holder will be tasked with driving forward a feminist research agenda on energy, working with diverse academic and policy institutions in the countries of study working closely with Professor Ed Brown (who leads Loughborough's involvement in the programme) and Dr Sarah Wykes from the Centre for Sustainable Transitions: Energy, Environment and Resilience ([STEER](#)).

We are looking for a candidate who is actively seeking to work within an interdisciplinary research landscape, engaging with both critical social science and with energy engineering disciplines. In particular, we seek a candidate who will actively commit to delivering impactful research to change current ideas on gender and energy.

The post-holder will work in close collaboration with Prof. Brown, Dr Wykes and the other members of the JustGESI team, as well as in close collaboration with other members of the STEER Research Centre research community at Loughborough. The post holder will be required to travel in order to collaborate with partners across the UK and overseas.

### Job Description

**Job Grade:** Specialist and Supporting Academic Grade 6

### Job Purpose

To support the delivery of the JustGESI programme with a specific (although not exclusive) focus on the LU-led Work Package One which is focused on reducing gender-based inequalities in eCooking through a combination of country-level analysis and action research. The workstream will comprise a first year focused on reviewing existing

literature, assessing the spread of electric cooking within each country context, creating a geographically referenced census of eCooking initiatives and conducting key informant interviews.

The second year will be spent promoting local partnerships, supporting the running of a seed-funding competition and co-producing 8-12 eCooking projects, whilst the final year will be devoted to supporting the conducting of evaluation workshops and supporting the writing of self-evaluative project reviews. There will also be opportunities for cross-programme reflection and the co-authoring of journal articles.

### **Job Duties**

- To conduct research and analysis via literature reviews, conducting of qualitative analysis (interviews, focus groups etc.), self-evaluative report writing etc.
- Manage relationships with JustGESI partners related to the eCooking workstream.
- Formulate detailed plans for the delivery of LU's JustGESI deliverables with LU colleagues and wider JustGESI partners.
- Making sure that the cross-cutting themes of gender, inclusion, disability and leave no one behind are embedded within all the work done under JustGESI.
- Write up regular progress reports and feed back to the LU lead on progress and make recommendations for next steps.
- Travel to attend meetings and make presentations both within the project team and to external stakeholders.
- To support the JustGESI project team by enhancing relationships with existing collaborators and by assisting the establishment of relationships with new collaborators.
- To write research papers suitable for publication in high quality academic journals.
- To attend and contribute to conferences.
- To contribute to project promotion and public engagement events.
- Maintain confidentiality at all times and ensure that intellectual property (IPR) agreements are not violated.
- 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.

### **Additional information**

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 Equity, Diversity & Inclusion policy and procedures at all times. Duties must be carried out in accordance with relevant Equity, Diversity & Inclusion legislation and University policies/procedures

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

### **Organisational Responsibility**

Reports to: Principal Investigator

## 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 Criteria

Area	Criteria	Stage
Experience	Background in a relevant field (e.g. humanitarian energy, institutional energy, gender studies, energy geographies, renewable energy, clean cooking, energy access)	1,2,3
	Experience of working and/or conducting research in the global south and a demonstrable understanding of gender and wider social inclusion issues.	1,2,3
	Authoring original work for academic journal papers, conference papers or technical reports	1,3
	Experience of interacting with government/industry/civil society/communities and developing strong relationships with partners and stakeholders.	1,2,3
	Experience of cross-disciplinary work and/or multi agency partnership work	1,2,3
	Experience in developing/contributing to planning for a team/workstream/project	1, 3
Skills and abilities	Excellent knowledge of qualitative and quantitative research approaches (data collection and analysis)	1,3
	Ability to work with and support others in achieving their activities/goals	1, 2, 3
	Understanding of the intersection between social and technical aspects of the energy sector	1, 2, 3
	Excellent written and oral communication skills	1,3
	Self-motivated with ability to meet deadlines and manage own workload	1,3
	Excellent interpersonal and organisational skills	1,3
	Ability to write project reports and make presentations to non-academic and academic research groups	1,3
	Ability to develop creative ways for presenting research analysis and findings	1,2,3
Training	Demonstrate evidence of having undertaken further training	1,3
Qualifications	PhD (or near completion) in relevant field	1,3
Other	Commitment to observing the University's Equal Opportunities policy at all times.	1,3

### Desirable Criteria

Area	Criteria	Stage
Experience	Experience of networking with organizations outside academia	1,3

	Specific experience of working on clean cooking issues	1,3
	Experience of contributing to project promotion and public engagement events	1, 3
Other	Willingness to travel on behalf of the project including overseas	1,3

## Conditions of Service

The position is FULL TIME and FIXED TERM for 25 months. Salary will be on Specialist and Supporting Academic Grade 6 £35,116 – 45,413 per annum (March 2025 pay scale) at a starting salary to be confirmed on offer of appointment.

The appointment will be subject to the University's Terms and Conditions of Employment for staff grades 6 and above 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 can be found [here](#).

We also offer an on-campus nursery with subsidised places, and subsidised places at local holiday clubs (further details are available [here](#))

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 [here](#).