

RESEARCH ASSOCIATE (Safeguarding the elite pathway in football)

Full-time (37 hrs per week); Fixed-term for 12 months.

Job Ref: REQ250815

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.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

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

Research and Innovation

Research and Innovation within the School is characterised by excellence and breadth, and its quality was recognised in the 2021 Research Excellence Framework where Loughborough University ranked top for research power (GPA x volume) in Sport and Exercise Sciences, Leisure and Tourism. Loughborough University has also placed Number 1 in the QS world ranking for sport-related subjects for nine consecutive years (2017-2025, every year since the category was introduced). A broad range of social and natural sciences contribute to the School's research and innovation activity which is organised within three overlapping themes:

- **Sport performance**, understanding and supporting the enhancement of athletes' performance in competitive sport;
- **Lifestyle for health and well-being**, encompassing research across several disciplines with the common goal of facilitating healthy living and ageing across the lifespan; and
- **Sport, Business and Society**, exploring how individuals, communities and organisations engage with and facilitate sport and exercise opportunities.

The school's research and Innovation (R&I) themes articulate with the University's core strategic themes: Sport, Health and Wellbeing; Vibrant and Inclusive Communities; and Climate Change and Net Zero [Strategic themes | Creating Better Futures. Together | Loughborough University](#)

Job Description

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

Job Purpose: A research associate is required to work with Professor Daniel Rhind on a project funded by the Oak Foundation. The research will identify evaluated and evaluation-ready interventions to safeguard the elite player pathway in football. These interventions will then be collated and disseminated through a resource and online conference.

Job Duties:

- Contribute to Project StepChange under general guidance of the Principal Investigator
- Be responsible for conducting the day to day running of the project.
- Formulate detailed plans for the project based on broad guidance from the project team.
- Feed back to the project team on progress and make recommendations for next steps.
- Make presentations to the funder as well as key stakeholder groups across football regarding the progress and outputs of the project.
- Write-up and disseminate research outputs.
- Write-up results from own agreed research activity.
- Write research papers suitable for publication in high quality academic journals.
- Contribute to the projects dissemination plan, specifically the publication of academic outputs as well as publicly accessible publications (e.g. toolkits, resources, blogs)
- Generate educational resources to share promising practice related to the implementation of safeguarding in football.
- Work with other members of the research team and partners to maintain good working relationships.
- Present information on research progress and outcomes, as agreed with the PI/Project Leader.
- Maintain confidentiality at all times and ensure that intellectual property (IPR) agreements are not violated.
- Uphold high ethical research standards, maintain confidentiality, and ensure that data protection requirements are met at all times.
- Engage in training programmes in the University (or elsewhere) that are consistent with the needs and aspirations of the project and those of the School.
- 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 Equity, Diversity and Inclusion policy and procedures at all times. Duties must be carried out in accordance with relevant Equity, Diversity and 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 Professor Daniel Rhind (PI).

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	A background in a relevant social science subject	1,3
	Experience of undertaking qualitative research	1,3
	Experience of recruiting research project participants	1,3
	Experience of gathering and analysing research data	1,2,3
	Experience of authoring original work for academic journal papers, conference papers or technical reports	1,3
	Experience of writing publications for the public and industry	1,2,3
Skills and abilities	Excellent data collection skills	1,3
	Excellent written and oral communication skills	1,2,3
	Strong communication skills and well-developed ability to communicate technical concepts to non-experts	1,3
	Self-motivated with the ability to meet deadlines	1,3
	Excellent interpersonal and organisational skills	1,3
	Ability to write project reports and make technical presentations to industrial and academic research groups	1,2,3
	Knowledge of relevant Health & Safety issues	1,3
	Strong examples of ability to collaborate, in particular with industry partners, with evidence of participation in interdisciplinary research projects	1,3
Training	Demonstrate evidence of having undertaken further training	1
Qualifications	PhD (or near completion, i.e. pending viva-voce examination) related to safeguarding in sport	1
Other	Commitment to observing the University's Equity, Diversity and Inclusion policy at all times.	3

DESIRABLE

Area	Criteria	Stage
Experience	Ability to speak Spanish	1,3
	Experience of preparing data for archiving	1,3
	Experience of developing proposals for funding from external agencies	1,3
	Experience of working in a high-quality academic research environment	1,3
	Experience of and/or publications related to safeguarding in sport.	1,3
	Experience working in football contexts and specifically academies.	1,2,3
	Experience of working in a range of different cultural settings and demonstrating cultural sensitivity.	1,2,3
	Experiences of applying psychosocial theories to the study of safeguarding in sport.	1,2,3

	Excellent interpersonal and project management and/or people management skills.	1,3
	Knowledge of data management practices and European data privacy regulations	1,3

Conditions of Service

This full-time post is offered on a fixed-term contract for 12 months within the *Specialist & Supporting Academic (Research)* job family at Grade 6 (from £35,116 per annum); 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 staff on Grade 6 and above.

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of [family-friendly policies](#).

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: [Childcare Support](#))

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.

Loughborough University is committed to allowing its employees to work [dynamically](#) with a combination of working on campus and remotely, where possible. This has been identified as a role that could work dynamically and, if successful, your line manager will discuss these informal arrangements with you. Please note that there is a general expectation that the successful candidate will spend the majority of time working on the Loughborough campus.