School of Sport, Exercise & Health Sciences

Loughborough University

RESEARCH ASSOCIATE (Impact Analysis of FIFA's Global Educational Programmes for and on Football Agents)

Job Ref: REQ260852

The **School of Sport Exercise and Health Sciences (SSEHS)** is a multi-disciplinary school committed to fostering a diverse and inclusive academic community. It upholds the highest standards of excellence in research, innovation, and pedagogy across the full spectrum of disciplines within sport, exercise, health and wellbeing.

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 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.

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 ten consecutive years (2017-2026, 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 Research and Innovation theme** utilises several disciplines to understand how sport engages individuals, communities and organisations and supports the enhancement of athletes' performance in competitive sport.

- **Health Research and Innovation theme b**rings together research from multiple disciplines with the shared goal of enhancing health, promoting healthy living, and improving wellbeing across all stages of life and all communities.

The school's research and Innovation (R&I) themes articulate with the Universities 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

Project Summary

Project: **Impact Analysis of FIFA's Educational Programmes for and on Football Agents**

This project aims to capture and develop systemic evidence of impact of the global educational programme of FIFA for and on football agents. The project aims to build evidence-base for strengthening our impact case study and inform our future work on this area. The project will engage with 3 core beneficiaries of the educational initiatives: licensed football agents (primary beneficiaries), football parents (primary beneficiaries), and FIFA as an institutional partner (our core partner stakeholder).

We are seeking a Research Associate who has experience of or is familiar with mixed methods research to support the collection and collation, analysis and presentation of both large-scale survey data, as well as extensive qualitative data. The successful candidate will work closely with the lead researchers and FIFA. The role requires strong organisational skills; familiarity with quantitative and qualitative research methods; the ability to curate and analyse relevant data; and an interest in either sport, professional football, football agency, children's rights and/or education. Familiarity with working with sport organisations will be advantageous.

Job Description

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

Job Purpose: To support the data collection and analysis of impact generated by FIFA's global educational programmes for and on football agents. The role will involve the collection, collation, analysis and presentation of quantitative and qualitative research. The successful candidate will be based at Loughborough University.

Job Duties:

- Be responsible for facilitating the day to day running of the project under the guidance of the Principal Investigators.
- To implement project plans and work packages.
- To design, develop, and conduct surveys and interviews with the participants of the project to gather empirical data.
- To analyse data collected from the project participants.
- As required to travel for collecting data, to attend project meetings and to support presentations to project stakeholders.
- To contribute to infographic, report and paper drafting for evidencing impact and to support submissions to high-quality academic journals.
- To contribute to project promotion and stakeholder engagement events.
- To write reports and academic papers based on the findings and data analysis.
- Present information on research progress and outcomes, as agreed with the Principal Investigators.
- 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 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 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 outlined in the document.

Organisational Responsibility:

Reports to Dr Serhat Yilmaz, Senior Lecturer in Sports Law

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Person Specification

Your application will be assessed based on the essential and desirable criteria listed below.

Applicants are strongly encouraged to explicitly demonstrate how they meet each essential (and desirable) criteria at the application stage. The criteria that you need to demonstrate in your application will be listed as Stage 1 in the table below.

Stages of assessment are as follows:

1 – Criteria measured within the Application
2 – Criteria measured at Test/Assessment Centre/Presentation
3 – Criteria measured at Interview

Essential Criteria

Area	Criteria	Stage
Experience	A background in either sport, professional football, football agency, children's rights, and education related research and practice	1,3
	Knowledge and understanding of mixed methods (quantitative and qualitative) research methods and analysis	1,2,3
	Experience of undertaking quantitative and/or qualitative research	1.3
	Experience of authoring original work for academic journal papers and/or conference papers	1,3
Skills and abilities	Experience of writing insight documents for non-academic, stakeholder audiences	1,2,3
	Ability to effectively communicate with individuals and organisations to aid project development and participant recruitment	1,3
	Excellent written and oral communication skills	1,2,3
	Ability to communicate research to non-experts	1,3
	Self-motivated with the ability to meet deadlines	1,3
	Excellent interpersonal and organisational skills particularly with respect to the curation of quantitative and/or qualitative data	1,3
	Ability to write project reports and make presentations to stakeholder and academic research groups	1,2,3
	Knowledge of relevant Health & Safety issues	1,3
	Language competency in English and Spanish	1,3
	Competence in relevant data collation, organisation and analysis packages for quantitative and/or qualitative data	1,3
Training	Willingness to travel if needed in Europe/US to support the project	3
	Demonstrate evidence of having undertaken further training	1
	Willingness to undertake appropriate further training and to adopt new procedures as and when required	3
Qualifications	PhD (or near completion) in either sport, professional football, football agency, children's rights, and education or related area	1
Other	Demonstrate an ability to behave in a way that adheres to equitable and inclusive working practices, while respecting diversity of thought and supporting freedom of speech and expression.	1,3

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Desirable Criteria: These are skills, experience and competencies that are additional extras that may be used to narrow the pool down if we receive a high volume of applications that meet the essential criteria.

Area	Criteria	Stage
Experience	Experience in the application of organisational and development theories, and associated analytical methods, within sports and educational contexts.	1,2,3
	Language competency in French	1,3
	Experience of data collection in sports and educational settings.	1,3
	Experience of stakeholder engagement in sports and educational settings.	1,2,3
	Experience of collecting and collating quantitative and/or qualitative data for analysis and archiving	1,3
	Experience of working in a high-quality academic research environment	1,3
	Experience of and/or publications in sports and educational settings	1,3
	Experience of project management and/or people management skills.	1,3

Conditions of Service

The appointment will be subject to the University's Terms and Conditions of Employment relevant to the job grade.

Shared University Responsibilities

As a member of the Loughborough community, you are expected to:

- Take reasonable care of yourself, others and the environment, and to prevent harm by your acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Sustainability Policies & Procedures.
- Uphold and actively contribute to the University's commitment to Equity, Diversity, and Inclusion, ensuring that all duties are carried out in alignment with this.

Our Purpose, Vision, and Values

Our purpose, Vision and Values underpin all that we do and shape how we work together at Loughborough.

We're proud to promote our values: **Adventurous**, **Collaborative**, **Creative**, **Authentic** and **Responsible**. Our people bring these values to life every day, and they are central to the positive and supportive culture that makes Loughborough unique.

If you join us, you'll be encouraged to bring these values to life in your own work and contribute to the positive, supportive culture that makes Loughborough unique.

Read more about our **vision and values**.

Our Accreditations

We strive to create a culture that supports equity 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 career.

We are proud to be a Race Equality Charter Member. The Charter aims to improve the representation, progression and success of all minority ethnic staff and students within higher education and address issues of racism within higher education institutions (HEIs).

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We are proud to be a Disability Confident Employer and have adopted a proactive approach to employing disabled people and to creating a more diverse workforce. We ensure that our recruitment processes are inclusive and accessible. We guarantee to offer an interview to all applicants who have declared a disability, provided that the essential criteria for the role are met. We proactively anticipate and provide reasonable adjustments and support existing employees who acquire a disability or long-term condition to thrive in the workplace.

We are a real living wage employer, and our Living Wage Employer Mark shows our commitment to paying our staff according to the cost of living.

We are proud supporters of the City of Sanctuary movement and delighted to be recognised as a University of Sanctuary. This national network brings together, university staff, lecturers, academics, and students, who together work to make Higher Education institutions places of safety, solidarity and empowerment for people seeking sanctuary.

We are committed to addressing gender inequalities in science and to improving career progression for female academics. The School of Sport, Exercise and Health Sciences holds a Silver Athena SWAN award which recognises the importance of support for women at all stages of their career.

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.

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