

JOB DESCRIPTION AND PERSON SPECIFICATION



Post: Community Researcher
Salary: £30,814+ 6% pension (pro-rata)
Hours: 35 hours per week
Duration: Until end March 2021

3rd Floor, 94 Hope Street
Glasgow, G2 6PH

T: 0141 353 0440

REPORTING TO: The Research and Information Manager

JOB PURPOSE:

To contribute to the community research and engagement as part of the Poverty Alliance's Get Heard Scotland programme.

JOB BACKGROUND:

The Poverty Alliance acts as the national anti-poverty network in Scotland, with a growing membership amongst community and voluntary organisations, trade unions, faith groups, statutory bodies and others. We are financially supported to carry out this role by the Scottish Government, the Big Lottery Fund and a variety of other charitable trusts and foundations.

Set up in 1992, the Poverty Alliance has a long track record in working with individuals and communities facing poverty both to take action against poverty themselves as well as to have an influence over the solutions to poverty and social exclusion.

About Get Heard Scotland

The Get Heard Scotland (GHS) programme is designed to engage with members of communities affected by poverty and those working at the grassroots level regarding the development and implementation of policies intended to address poverty and social injustice. The programme is intended to input independent feedback into policy processes, focused around the commitments made in the *Every Child, Every Chance: Child Poverty Delivery Plan 2018-22 (CPDP)*. It will help to build community capacity and strengthen the understanding of Scottish Government policy priorities amongst those who should be its primary beneficiaries. It will also help to build the capacity and knowledge base of policy makers at local and national levels, practically demonstrating

the importance of participation and involvement in policy development.

Get Heard Scotland is a model of action research, based on community discussions with people living in communities affected by poverty. We aim to have solution-based conversations focusing on what works, what doesn't and what needs to change. These discussions should help to identify focused solutions within communities, based on the experience of those taking part in the discussions. As well as providing an input into local and national policy, our collective discussions should help individuals identify where they may be able to take action to address poverty in their community. Reports from Get Heard Scotland in 2019-20 are available on the [Poverty Alliance website](#).

The impact of Covid-19

Plans for the third year of the Get Heard Scotland project have been significantly impacted by the covid-19 pandemic. Our ability to engage directly with people living in places affected by poverty has been significantly affected by the pandemic. We rely on working with local organisations to reach individuals, but many of those organisations have been focusing on delivering emergency support to individuals and have been reducing their other types of engagement.

This temporary role is being created to help ensure that we add to our capacity to gather views and experiences of poverty from people with experience during this difficult time. We will be working intensively in two local authority areas, in Inverclyde and Renfrewshire. We have already had extensive engagement with local organisations and we now wish to build our engagement with people living on low incomes in the two local authority areas. In addition, we will look for opportunities to engage with organisations in other parts of Scotland in order to reach people living on low incomes. The key elements of the role are:

- To carry out one-to-one interviews and discussions with people living on low incomes and in communities affected by poverty;
- To support activity to engage people living on low incomes and in communities affected by poverty in the work of Get Heard Scotland;
- To carry out group discussions where possible with people living on low incomes in partnership with local organisations;
- To work with our Fieldwork team to explore options to support people with experience of poverty to be engaged in ongoing discussions locally regarding responses to poverty; and
- To contribute to reporting on the findings of discussions with people living on low incomes.

The Community Researcher will work alongside our Senior Fieldwork Officer and Research Officer to deliver the activity above.

The post holder will have experience in delivering qualitative research projects. The post requires an experienced researcher who is capable of working independently and who has a track record of delivering applied social research with high quality research outputs. Experience of working alongside people with experience of poverty in action research projects would be an advantage. You must have a strong understanding of

current poverty research issues, and a good understanding of current relevant policy context, including a current working knowledge of social security.

The post of Researcher will suit an individual who has a background in social science research as well as clear commitment to social justice and conducting research that can help address poverty. The post-holder is required to hold membership of the PVG Scheme.

Terms and Conditions: Please note that whilst this post is advertised as full-time, we are open to discussing flexible working arrangements, including part-time working, job sharing, etc. We may also consider a consultancy arrangement. Please highlight on your application if you wish to discuss flexible working arrangements.

JOB DESCRIPTION

Main duties are to:

1. To carry out one-to-one interviews with individuals who have had experience of poverty.
2. To contribute to qualitative data analysis
3. Produce research reports and other outputs including briefing papers, blogs, etc.
4. Ensure quality control and commitment to ethical standards is maintained in relevant research projects
5. To regularly monitor project progress and provide updates to funders and other key stakeholders. Contribute towards project monitoring, evaluation, accountability and learning
6. To contribute to the external communication of research outputs and support research dissemination processes.
7. Contribute to the work of the Poverty Alliance staff team through attendance at staff meetings and other events.
8. To carry out other tasks and duties as required.

PERSON SPECIFICATION

Essential Criteria

1. Extensive knowledge and experience of both traditional and participatory research methods with a particular focus on qualitative research methods and techniques.
2. In-depth understanding of the current trends and themes in relation to research on poverty and inequality in Scotland.
3. Excellent written and communications skills, including ability to communicate effectively and professionally with a range of stakeholders.
4. Highly developed interpersonal, influencing and negotiating skills, along with awareness of political sensitivities.
5. The ability to understand and synthesize details and to articulate these in a simple and accessible way.
6. The ability to work autonomously and to deliver on planned objectives.
7. Experience of working in a fast paced environment, including the ability to demonstrate a high degree of flexibility to enable the identification, response to and resolution of any challenges as they arise.
8. Excellent organizing and prioritization skills, and the ability to work flexibly to accommodate a demanding workload.
9. Able to work as part of a team and a commitment to the values of the Poverty Alliance.
10. The post-holder is required to hold membership of the PVG Scheme
11. Innovative and creative approach to problem solving

Desirable Criteria

1. Understanding and commitment to participation
2. Advanced higher education qualification
3. Previous experience of managing on research projects.