

THE UNIVERSITY OF MANCHESTER

PARTICULARS OF APPOINTMENT

FACULTY OF HUMANITIES

SCHOOL OF SOCIAL SCIENCES

RESEARCH ASSOCIATE

VACANCY REF: HUM-030434

Job title:	Research Associate
Salary:	£37,694 - £46,049
Duration:	Fixed Term: 12 Months from 01 March 2026 – 28 February 2027
Location:	University of Manchester, UK; Bucharest, Romania
Responsible to:	Professor Nick Turnbull, Professor Rosemary Broad and Dr Anna Forringer-Beal

Enquiries about the vacancy, shortlisting and interviews:

Professor Nick Turnbull

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Professor Rose Broad

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Overall Purpose of the Job:

We are recruiting a Research Associate for a research project based in the UK and Romania, funded by the Leverhulme Trust, 'Interpreting the Governance of Human Trafficking: explaining policy practice'. The post-holder will be based at The University of Manchester in the Politics Department. This is an excellent

opportunity for a specialist in human trafficking and forced labour studies. We encourage applicants with the following skills: 1) practical experience working or volunteering in trafficking organisations, especially with Romania experience; 2) Romanian language fluency; 3) a postgraduate degree in a social science relevant to the project. The position requires participation in a large-scale research project on policy analysis and interpretation in the fields of criminology and public policy. The project is an innovative, interpretive study of public policy and practice regarding human trafficking. It compares public policy and implementation practices across the United Kingdom, Belgium and Romania. The project objectives are to:

- Discover the interplay between governance structures, interpretation and practitioner discretion.
- Explain how policy workers govern the trafficking problem by interpreting and responding to policy, and what this means for people with lived experience of trafficking.
- Uncover the network and political dynamics operating in trafficking governance, between policy workers and their organisations, and people with lived experience of trafficking.

The post holder, hereby referred to as the Research Associate, will be employed by The University of Manchester UK. The post holder will also be responsible to the Manchester research Project Team, Professor Nick Turnbull, Professor Rose Broad and Dr Anna Forringer-Beal. While the work specifically relates to the Romania case studies, it will also inform the wider project goals. The Research Associate will be responsible for conducting fieldwork in Romania for between one and five months of the appointment period, involving: locating, contacting and working with public officials, non-government agencies, and people with lived experience of human trafficking; conducting semi-structured interviews and field observations; transcribing and translating interviews into English; the delivery of a survey questionnaire; data management; and policy document translation and analysis.

There is the potential for the post-holder to contribute to academic conference presentations and publications. This is an excellent career opportunity for a social researcher to gain skills managing and conducting fieldwork, examining policy texts, and codifying research themes in the area of human trafficking policy. The Research Associate would join a team focused on collegial, collaborative practice and the production of high-quality research.

Key Responsibilities, Accountabilities or Duties:

- To conduct research fieldwork including interviews (in person and online), meeting observations, surveys and document analyses.
- To produce, manage and analyse fieldwork data in accordance with team protocols.
- To translate Romania language fieldwork data into English.
- To analyse policy documents using interpretive methodology.
- To contribute to thematic coding and data analysis.

- To work in partnership with academic staff at The University of Manchester and Ghent University (Belgium).
- To travel to Romania for fieldwork.

This job description reflects the present requirements of the post. As the project progresses, responsibilities may change and the job description reviewed and amended in consultation with the post holder.

PERSON SPECIFICATION

Essential:

- Fluent in Romanian and English.
- Completed Master's degree or higher in a social science relevant to the project.
- Experience using qualitative social research methods.
- Ability to work well in a research team.
- Ability to travel to conduct fieldwork in Romania.
- Willing to conduct fieldwork that involves working closely with research subjects through interviews and observations.
- Awareness of the ethics of working sensitively with survivors of human trafficking.
- Willingness to learn how to use coding and transcription software.

Desirable:

- A degree qualification in either criminology, politics, or public policy.
- Experience with thematic coding.
- Knowledge of coding software, such as NVivo.
- Experience working with people who are rendered vulnerable.
- Understanding of risks encountered by people who are in the following scenarios: migrating, in exploitative labour conditions, and/or undocumented.

Working for the University of Manchester

The University of Manchester strives to make our community a welcoming, caring and enthusiastic one, fuelling ambition with opportunities and support to help us all achieve our personal and professional goals.

Our diverse job opportunities include an attractive [benefits package](#) with family-friendly policies that provide for flexible working. We care deeply about career and personal development, offering a structured induction programme for new staff, an annual performance and development review, staff training for all career stages and mentoring opportunities to support your career development.

We have a genuine commitment to [equality of opportunity](#) for our staff and students, and are proud to employ a workforce that reflects the diverse community we serve.

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Background: Faculty of Humanities

The **University of Manchester** was formed in 2004 by bringing together The Victoria University of Manchester and UMIST. The **Faculty of Humanities** at the University of Manchester (<http://www.humanities.manchester.ac.uk/>), with 21,000 students, some 1350 academic staff, and an annual income of £350 million, is equivalent to a medium-sized university in the UK. The Faculty's structure, scale and academic range permit it to promote interdisciplinary research collaboration across its four schools and with the other Faculties in the University, from a strong disciplinary base.

The Faculty is made up of four Schools: Environment, Education and Development; Social Sciences; Arts, Language and Cultures; and the Alliance Manchester Business School. It has 35 subject areas.

School of Social Sciences

The School of Social Sciences (SoSS) was set up in September 2004 within the Faculty of Humanities. It is one of four schools in the Faculty and has over 300 academic and research staff. The school is comprised of eight Departments: Criminology, Economics, Law, Philosophy, Politics, Sociology, Social Anthropology and Social Statistics. It has a highly developed research culture as demonstrated by its performance in the 2014 REF. Sociology together with Social Statistics came 1st in the country based on the percentage of overall research activity that is world leading (4*) and 2nd based on the measure of Research Power and GPA. Aggregating the results across the six departments, the School of Social Sciences in Manchester is one of the top five in the UK. It is a leading international research school in the Social Sciences with aspirations to enhance its standing even more in the future. The School's international and national reputations in its constituent disciplines are reflected in the substantial external research income that it generates, its involvement in ESRC Centres, and the presence of an ESRC Doctoral Training Centre. The School embraces the full range of quantitative and qualitative research methods.

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