JOB DESCRIPTION

Job title:	**Quantitative Research Fellow**
Reports to:	Research Lead
Manages:	N/A
Geographic focus:	All
Salary:	£36,000-£40,000 per annum
Contract:	Full-time – initially 2 years
Hours:	Up to 37.5 hours per week (flexible working available)
Benefits:	26 days annual leave (pro rata) plus bank holidays, pension contribution

About Black Thrive

We exist to change the odds stacked against Black people by embedding race equity in systemic change so that thriving is not the exception but the norm.

Black Thrive Global evolved from the work of the Black Thrive Lambeth Partnership, which was established in 2016 to address the inequalities that negatively impact the mental health and wellbeing of Black people in Lambeth. Black people's cumulative exposure to negative experiences and poor outcomes are not unique to Lambeth and Black Thrive Global was founded in 2020 to address the detrimental outcomes for Black people of African and Caribbean descent wherever they may be located.

Our work covers all life stages – children and young people, working age adults and older adults. Our guiding principle is to centre the lived experiences of Black communities in all that we do, and our strategic priorities are to embed race equity in systems change and to decolonise the evidence landscape.

Purpose of the role

The purpose of this role is lead on statistical analysis for Black Thrive. In particular, to lead on the development, and analysis of, race equality metrics (and their antecedents) for the United Kingdom. The quantitative research fellow will use, develop, and combine, primary and secondary datasets (e.g., understanding society) to understand the trajectories of Black people in Britain. Together with the research lead and others, you will publish these findings in scholarly journals and for a popular audience. The post holder will also contribute to our consulting activities by providing statistical analysis and expertise to our clients and will need to be confident and willing to engage and lead in all parts of the analysis process including data collection/mining, munging, visualising, and robust, statistically sound analysis.

Duties and responsibilities

1. Lead on statistical analysis across varied research projects and programmes.

2. Contribute to the formulation of peer reviewed research grant proposals.

3. Write up research for publication in a variety of modes including peer reviewed journals.

4. Support internal and external evaluation by advising on methodologies and procedures to other members of the team, encouraging a culture of continuous learning and improvement.

5. Develop research-led statistical training and teaching materials and deliver training and workshops as required internally and externally.

6. Initiate and sustain links with external bodies to foster collaboration and develop appropriate collaborations with other research institutions, nationally and internationally.

7. Develop appropriate administrative systems, infrastructure, and data governance.

8. Manage the activities of research assistants on a day-to-day basis, as required.

9. Ensure compliance with legislation and policies relevant to the job role, including equality, safeguarding, health and safety, data protection, ethics, and financial probity.

10. Represent Black Thrive at external events e.g., presenting research papers at conferences.

11. Spend up to 10% of time supporting corporate business, such as strategy and administration.

12. Occasionally work at weekends and in the evenings when required.

The above is not an exhaustive list of duties, and you will be expected to perform different tasks as necessitated by your changing role within the organisation and the overall business objectives of the organisation.

PERSON SPECIFICATION

Quantitative Research Fellow

	Competency	E/D
1.	A completed or near-complete PhD in statistics, quantitative social science or related relevant discipline or equivalent work experience.	E
2.	Evidence of independently conducting and publishing high-quality peer-reviewed research using quantitative methods	D
3.	High level of knowledge and empirical skills in quantitative social research and analysis.	E
4.	Relevant knowledge or experience using secondary longitudinal datasets such as Understanding Society or a willingness to learn.	E
5.	Relevant experience and skills in quantitative analysis using **R**/Python.	E
6.	Ability to develop and execute a coherent plan of research (with support).	E
7.	Commitment to Open Science practices.	E
8.	Demonstrable research interests in race/ethnicity and/or social determinants of health.	D
9.	Commitment to equality for all people as well as good knowledge and understanding of the experiences of Black people of African and Caribbean descent and a strong drive to address the factors which negatively impact upon their health and wellbeing.	E
10.	Ability to collaborate across professional boundaries.	E
11.	Capacity to work independently and with co-authors.	E
12.	Ability to write funding proposals and to manage financial resources.	D
13.	Excellent verbal and written communication skills, including conveying complex information adaptable to different audiences and the ability to place one's specialist work within a broader social science context.	E
14.	Ability to remain enthusiastic, optimistic, and solutions-focused in the face of adversity and to deliver tangible results with minimal supervision.	D
15.	Flexibility and ability and willingness to adapt to changing circumstances and demands.	D

E – Essential: requirements without which the job could not be done.
D – Desirable: requirements that would enable the candidate to perform the job well.

A Disclosure and Barring Service (DBS) check will be required but we will treat applicants who have a criminal record fairly and will not unreasonably discriminate because of a conviction or other information revealed.