



**JUSTICE
& CARE**

Saving lives. Breaking
the grip of slavery.

**Research
Associate**

JUSTICE & CARE

Who are we and why this role matters

Justice and Care is a multi-award winning charity, committed to fighting modern slavery. We are passionate about bringing freedom to men, women and children who have been exploited. We help them rebuild their lives, work with police to bring to justice those responsible, and we use all of our frontline experience to spark systemic change.

The issue

Slavery is the fastest growing crime in the world. There are thought to be 50 million people enslaved worldwide and, based on our own research using police data, more than 100,000 victims in the UK alone.

That's men, women and children taken to work in brothels, sweatshops, as domestic workers and a myriad of other locations - dehumanised for the sake of the profits of the criminal networks responsible.

Our response

Justice and Care works in South Asia, the UK and Eastern Europe. We work to keep communities that are most at risk to human traffickers safe. We work alongside police to release and care for victims, to uncover and dismantle criminal networks and to spark systemic change. We run innovative frontline work, rigorously test it and share what works to drive change at scale.

We have a strong track record of impact:

- **5,213 Lives rescued**
- **1,549 Suspected traffickers arrested**
- **4,522 Survivors supported**
- **1,627 Exploiters prosecuted**
- **57,538 Police officers, public prosecutors, and community leaders trained in trafficking awareness**

We know we cannot beat slavery alone, which is why we work closely with Governments, prosecutors, the police, other charities, businesses and others to fight the issue. Our work is always victim-centric and is focussed on learning best practice and then shaping systemic change.



Justice and Care is an equal opportunities employer. We value the strength of a diverse workforce and encourage applications from people with disabilities, Black, Asian or Minority Ethnic (BAME) backgrounds, LGBT+ and from different socioeconomic backgrounds.



Our work has led to major systemic change in India, Bangladesh and the UK. We have also won major awards in recent years including two coveted Thomson Reuters Stop Slavery Awards and a UK Third Sector Award. Meanwhile, our groundbreaking work has received strong media attention including in The Sunday Times Magazine, the Guardian, ITN and C4 news among many others.

Our vision, mission and values

Our Vision: Every man, woman and child free from modern slavery. Every perpetrator brought to justice.

Our Mission: Empowering the exploited to walk free from modern slavery and restore their lives. Working with the police to dismantle trafficking networks and helping to safeguard at-risk communities. Partnering with governments and key stakeholders to deliver large scale, replicable change.

Our Values: As an organisation we have a set of core values that underpin and inform all we do:

We are collaborative

We build powerful partnerships. We work alongside governments, officials and agencies around the world. We walk alongside the exploited to ensure their voice is heard and justice is won. By sharing experiences and supporting one another, we believe our vision will be achieved.

We are courageous

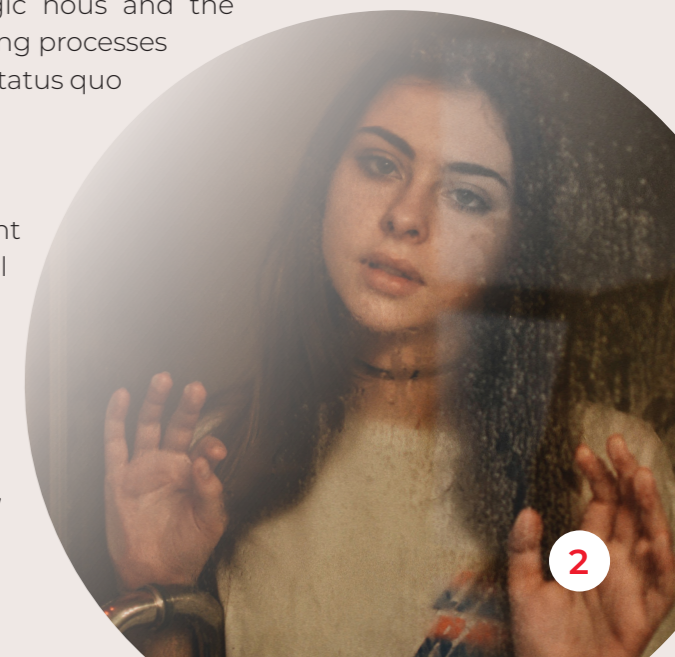
We are up to the challenge. We are fearless in the fight against modern slavery. We dare to see a different world and are pioneering in our pursuit of justice of the criminal networks responsible and freedom for the exploited.

We are experts

We know the work we do changes lives. We have the best people, the knowledge, the strategic nous and the highest standards in delivering processes and plans that will alter the status quo once and for all.

We are relentless

We will not stop in the fight against modern slavery. Full of hope, we will stand with the exploited as they rebuild their lives. With a thirst for justice, we will pursue all those responsible. With a focus on the big picture,



we will do whatever it takes to see long-lasting change. Whichever obstacles we face, we will overcome them - however long it takes. We are relentless.

Strategy

We have a three-part strategy as an organisation. We are focused on:

- Growing our direct frontline work in the UK, Romania, Bangladesh and also now have begun scoping opportunities to work in the US
- Building a network of like-minded organisations to undertake joint operations and learn from one another
- Achieving change at scale based on our frontline insights

This role

Justice & Care's International Systemic Change Unit (ISCU) specialises in the development of robust research and analysis to inform operational practice, sectoral learning and policy making. The ISCU collaborates with sectoral specialists, academics and respected stakeholders, to develop a deeper understanding of the systems and conditions that facilitate modern slavery, and to influence conversations and decision-making that drive systemic change to address it.

We are looking for a critical thinker with excellent research and writing skills, and an interest in driving evidence informed modern slavery practice and policy. The successful candidate will contribute to the ISCU's development of quality research and analysis, the facilitation of critical debates, and collaboration with trusted experts and key stakeholders, helping to inform and drive systemic change at the highest level.

Position in organisation

The Research Associate role sits within the ISCU team and reports to the Director of International Systemic Change.

Main responsibilities

Your key responsibilities include, but are not necessarily limited to:

Researching and drafting evidence-informed briefs:

- Analysing, critiquing, and synthesising relevant literature on key issues
- Bringing strong critical thinking skills to the analysis of complex information and the development of a nuanced understanding of the issue and associated challenges
- Liaising with trusted experts and key stakeholders to further inform this analysis
- Drafting and editing evidence briefs, research reports and presentations
- Translating findings into evidence-based policy recommendations
- Supporting the dissemination of research findings and recommendations to a range of practitioners, policymakers and researchers

Conducting original research and analysis:

- Helping to design original research and analysis that draws on our operational expertise or addresses a key gap in knowledge or understanding needed to drive systemic change
- Drafting funding applications to support original research projects
- Conducting research or analysis and translating findings into relevant policy recommendations
- Working with team members to produce high quality research reports that drive systemic change
- Helping with grant management and reporting of funded research projects

Working with colleagues, trusted experts and key stakeholders to drive impact:

- Keeping abreast of key trends, new research and opportunities to drive change
- Contributing to the planning and development of the ISCU research agenda and to specific proposals for ISCU research
- Building relationships with colleagues to actively learn from, and inform, Justice & Care's broader work
- Coordinating learning and research activities with colleagues, experts and other stakeholders
- Drawing on expertise from related sectors to enhance research and policy recommendations
- Preparing and delivering presentations for stakeholder audiences
- Meeting with and convening external experts and stakeholders to facilitate critical debates and shared learning

Other duties may arise from time to time.

Today, thousands of children will become slaves. Taken to work in brothels, sweatshops, as domestic workers. One every 30 seconds. Do you care about this? As in really care?

Person Specification

	Essential	Desirable
Qualifications	PhD or Masters with professional experience in international development, international relations, economics, public policy or another relevant social science.	
Experience	Experience in analysing, critiquing and synthesising literature on complex issues and presenting findings clearly with a specific purpose and audience in mind.	Relevant experience working in modern slavery or public policy.
	Experience in translating findings into evidence-based policy and best practice recommendations	Experience using data analysis software and data visualisation tools/ techniques.
	Experience in drafting complex reports, briefs and policy proposals with a high level of accuracy and attention to detail.	
	Experience working collaboratively across teams, institutions, or organisations to achieve specific outcomes.	

Skills/Abilities	Strong critical thinking skills with an ability to understand complex information and ideas and communicate these findings in a concise and engaging way.	The ability to lead on, plan, and deliver programmes of work to agreed timelines.
	Strong analytical skills and understanding of social science research methodologies.	Strong presentation skills
	Excellent written and verbal communication skills, with the ability to adapt communication style to a variety of audiences, including academics, the media and the general public.	Ability to form working relationships with a broad range of external experts and stakeholders.
	Effective project and time management skills.	
	Flexibility to respond to changing workstream priorities.	
	Ability to work under pressure while maintaining a high degree of accuracy	

Person Specification

	Essential	Desirable
Personal Qualities	Strong interest in seeing evidence informed decision-making.	Specific interest in combating modern slavery through the application of robust research and analysis, and innovative thinking.
	Adaptable- with a desire of learn and pioneer.	
	Enjoys working independently and as part of a team, with a willingness to contribute wherever needed.	

Other Comments

Justice and Care prioritises Safeguarding. As part of our commitment to the protection of children and vulnerable people in our work, any offer of employment with Justice and Care will be subject to satisfactory pre-employment checks. Such checks may be updated periodically during the course of the period of employment.



Information for Applicants

Job Title:	Research Associate
Reporting To:	International Systemic Change Director
Contract Type:	Permanent
Working Hours:	Working Hours: Full Time (37.5 hours per week) preferred but for this role we are open to discussing the possibility of reduced hours and flexible start and finish times. per week)
Location:	London (with hybrid working as agreed)
Salary:	£35,000- £40,000 - dependent upon skills and experience of the successful candidate.
Annual leave:	25 days pro-rata + statutory bank holidays + birthday leave
Benefits:	<ul style="list-style-type: none"> • Workplace pension scheme • Death in service • Private health care
New staff service:	6 month probationary period

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Justice and Care is committed to the importance of meaningful survivor inclusion and leadership. As such, particular consideration will be given to applicants with lived experience of trafficking and/or forms of modern slavery.

How to apply:

All applicants must have the right to work in the UK.

To apply for this role, please send your full CV and a covering letter of no more than 1,500 words setting out your suitability for and interest in this post. Your covering letter should explicitly address the candidate requirements outlined above. This role closes on 10th April 2023. Interviews will be held the week commencing 24th April.