



the
**POVERTY
ALLIANCE**

WORKING TOGETHER TO COMBAT POVERTY

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Post	Research Officer (Pathways to Progress)
Salary	£36,898 per annum (pro-rata) + 8% Employer Pension
Duration	fixed term to March 2028
Hours	17.5 per week
Location	Glasgow, Hybrid
Line Manager	Research Manager

JOB PURPOSE

To deliver a programme of research and evaluation as part of Poverty Alliance's 3-year Pathways to Progress project on improving job standards in the social care sector.

Working as part of a team, the research role will be responsible for all research and evaluation activities as part of Pathways to Progress. They will be responsible for gathering a range of perspectives across social care organisations and for working with a project advisory group. The role will include developing appropriate evaluation approaches/methods to monitor change during the project and to explore key impacts and outcomes.

The post holder will have experience in evaluating change across complex settings and of using innovative and participatory methodologies. The post requires an experienced researcher who can work independently and who has a track record of delivering applied social research in complex settings.

The role will suit an individual who has a background in social or economic research as well as clear commitment to social justice and conducting research that can help address poverty.

JOB BACKGROUND

The Poverty Alliance is the national anti-poverty network in Scotland, with membership including representatives from the community and voluntary sectors, trade unions, faith groups, statutory bodies and others across civil society. Our members, the Scottish Government, local authorities and charitable trusts financially support us to carry out our work.

Established in 1992, the Poverty Alliance has a long track record in working with individuals and communities to take action to address poverty. We have sought to put participation, of both individuals experiencing poverty and organisations in our network, at the heart of our program and project work.

Living Wage Scotland was established by the Poverty Alliance in 2014 to recognise employers in Scotland who commit to paying the real Living Wage. It is a partnership with the UK Living Wage Foundation, and the programme now delivers a broader range of employer engagement activities to drive up standards so that more jobs tackle in-work poverty. Living Wage Scotland delivers accreditation schemes that support fair work (namely Living Wage, Living Hours and Living Pension accreditation), and are seeking to expand our work with Social Care employers across Scotland.

To help take forward this approach, we will be delivering a new project Pathways to Progress, with the aim of working with social care employers and employees on identifying, developing, testing and embedding changes at an organisational level to improve job standards to reduce in-work poverty. The project, funded by The Robertson Trust, will be led by the Living Wage Scotland team at Poverty Alliance. The research role will lead on evidence gathering throughout the project using a range of mixed methods. A key component of this project is adopting a systems change approach to addressing these aims by working with two social care employers in Scotland. This project is one of 10 projects funded via The Robertson Trust's Work Pathways programme focused on delivering 'big change that lasts' through improving job quality to tackle in-work poverty.

JOB DESCRIPTION

Key responsibilities are:

- 1. Delivery of research activities as part of the Pathways to Progress project.**
- 2. Leading on evaluation design, learning and monitoring.**

Detailed responsibilities include:

- 1. Delivery of a range of research activities as part of the Pathways to Progress project:**

1.1 Collection of evidence using a range of methods.

- Leading on a scoping review of the social care industry workforce and contextual challenges.
- Conducting job quality case studies with social care employers.
- Conducting focus groups with frontline workers.
- Developing robust and ethical approaches to evidence gathering.

1.2 Delivering the analysis and writing up of evidence:

- Producing written reports, briefings and presentations based on research evidence.
- Providing evidence for policy inputs as required.
- To assist in the dissemination of research findings with relevant local and national partners.

2. Leading on evaluation design, learning and monitoring of the Pathways to Progress project.

2.1 Working with social care employers and employees to develop a suitable evaluation model, including:

- Collecting and analysing a range of baseline data and metrics that will support evaluation throughout the project.
- Developing and designing evaluation tools and activities to monitor and evaluate results and outcomes.

2.2 Supporting dissemination of evidence/learning.

- Sharing evidence and learning from evaluation activities with social care employers involved in the project, the wider social care sector and other key stakeholders.
- Working with the project team to produce an overall evaluation and learning report.

General

- To ensure compliance with the Poverty Alliance governance procedures, our values, policies and guidelines.
- Contribute to a positive working environment in which equality and diversity are valued and staff are enabled to do their best.
- To carry out other tasks and duties as required by the Research Manager

PERSON SPECIFICATION

Essential experience

- Experience of qualitative research methods and techniques.
- Experience of evaluation approaches and monitoring change.
- Experience of facilitating small groups in research and other contexts.
- Experience of working in partnership and developing relationships with a range of stakeholders.
- The ability to understand and synthesize details and to articulate these in a simple and accessible way.
- Experience of working autonomously.
- The post-holder is required to hold membership of the PVG Scheme

Essential knowledge, skills and attributes

- Knowledge of a range of research methods and evaluation methodologies.
- Excellent written and verbal communication skills, with the ability to communicate effectively to a range of audiences.
- Good analytical problem-solving skills.
- Demonstrable commitment to collaborative teamwork.
- Excellent organizing and prioritization skills, and the ability to work flexibly to accommodate a demanding workload
- Demonstrable commitment to inclusive working, ensuring equality and valuing diversity.
- Excellent interpersonal skills and well-developed skills in engagement.
- IT skills, in particular MS Teams, SharePoint, Zoom.

Desirable criteria

- Knowledge and understanding of the fair work landscape and social care.
- Good understanding of relevant anti-poverty and social justice policy and research in Scotland.

