

About King's

Please see the link below for supporting information for prospective applicants. This also includes some background information about the university including rankings, research outputs, King's Health Partner Trusts and our current fundraising initiative. www.kcl.ac.uk/aboutkings

Job description

Post title	Postdoctoral Research Associate
Department/Division	Geography
Faculty	Social Science and Public Policy
Grade/salary	Grade 6, £39,345 per annum FTE, inclusive of £3,500 London Weighting Allowance per annum FTE
Hours of work	Part-time – 77% FTE/27 hours per week
Period of appointment	18 months
Responsible to	Prof. Cathy McIlwaine
Responsible for	NA
Campus	Strand

Role purpose

This is an opportunity to join a team on a British Academy project to examine the ways in which Violence Against Women and Girls (VAWG) is resisted in Rio de Janeiro, Brazil by exploring how dignity is created by and for women through community history-making. It will map the multiple ways that women have exercised various types of individual, collective and creative resistance and institution-building to cope with VAWG in the face of widespread marginalisation over time.

The main role of this position is to construct a community history in the community of Maré, Rio de Janeiro using an ArcGIS story map. This will involve liaising with the partner organisations, People's Palace Projects (London) and Redes da Maré (Rio de Janeiro) and field research assistants (Rio de Janeiro). The role will also entail writing research reports drawing on a range of interview materials as well other research outputs. The post-holder will provide intellectual leadership to the field teams and will act as go between the field staff and the investigators.

Role profile

- Liaise with the partner organisations, People's Palace Projects (London) and Redes da Maré (Rio de Janeiro) for the conduct of the field work.
- Construct an ArcGIS story map based on information provided by Redes da Maré and drawing on the interview materials. This will entail liaising with and interviewing staff of Redes in Rio de Janeiro.
- Conduct preliminary analysis and interpretation of data in collaboration with the field staff.
- Prepare research reports based on a range of interview materials and field reports.
- Prepare manuscripts for publication and be a co-author.
- Participate in dissemination events including writing blogs for the project website.

Organisational chart

The post-holder reports to Prof. Cathy McIlwaine and for some substantive guidance to Prof. Paul Heritage, QMUL. The post-holder will work with the entire team constituting field research assistants and other researchers.

About the Faculty

<https://www.kcl.ac.uk/sspp>

About the Department of Geography

<https://www.kcl.ac.uk/geography>

Person specification

Criteria	Essential	Desirable	How identified and assessed*
*For 'How identified and assessed' use: AP - application, AS - assessment, I - interview, P - presentation, R - references			
Education / qualification and training			
PhD awarded in Geography, Sociology, Anthropology or related.	X		AP
Knowledge / skills			
Native level or near native level fluency in Brazilian Portuguese	X		AP
ArcGIS story map skills	X		AP
Strong social science theory & methods training	X		AP
Field experience or ability to work in Rio de Janeiro, Brazil	X		AP
Experience			
ArcGIS story map experience	X		AP
Field research experience	X		AP
Working with interview data	X		AP
Experience of public engagement relating to research		X	AP
Personal characteristics/other requirements			
Excellent written and oral skills	X		AP/I/R
Excellent interpersonal skills, able to collaborate closely with a range of stakeholders and the project team.	X		I/R
Comfortable managing their own schedule and others, and working to deadlines	X		I/R
Role specific requirements			
Willingness and ability to travel to Brazil	X		
Ability to read and engage with Portuguese language texts, interview transcripts and field reports.	X		

DBS and Occupational Health tables must be completed for **ALL** roles)
Disclosure and Barring Service Clearance (DBS, formerly CRB)

This position is exempt from the Rehabilitation of Offenders Act (1974). All shortlisted candidates will be required to declare full details of any unspent criminal convictions. A criminal record will only be taken into account for recruitment purposes, where the conviction is relevant to the position being applied for, and will not necessarily bar candidates from employment. Any decision will depend on the precise nature of the work and the circumstances and background to the offence.

Not all staff will require a DBS check, and the trigger for a check and the level of check will be based on the duties of the position, it's location, and frequency of contact with vulnerable groups, as indicated in the table below.

Level of DBS Clearance required - indicate all applicable aspects:			
Carrying out regulated activities ¹ :	No	No Regulated Activity but contact with vulnerable groups ² :	Yes
No Regulated Activity but deemed a position of trust ³ :	No	Situated in a Regulated Environment i.e. NHS premises ⁴ :	No
<ol style="list-style-type: none"> The scope of Regulated Activity for work with children and young people is defined under the age of 18 years old. An adult is not considered to be vulnerable due to any personal characteristic: however, an adult may be regarded as vulnerable due to particular circumstances at a particular time, for example when they are receiving treatment in a hospital. Contact with vulnerable groups must meet the frequency threshold of 4 days in a 30 day period. A position of trust is any post that requires authorisation for restricted access to confidential data (not including anonymised patient data), premises or currency. KCL buildings do not qualify as regulated environments. Only NHS Trust sites qualify as regulated environments. 			

Further information about the Disclosure scheme can be found at: www.gov.uk/dbs

Occupational Health Clearance

As part of our pre-employment checks the successful applicant will be sent a 'Health and Capability Declaration Form' and if they declare that they do have a health condition or disability that may require accommodation measures so that they are able to carry out their work comfortably and efficiently, they will be sent an Occupational Health Questionnaire to determine whether any reasonable accommodation measures are required for the candidate to take up the post.

Specific aspects - indicate frequency D (daily), W (weekly), M (monthly), N (never) for all fields:			
Intensive Display Screen Equipment work (e.g. data entry or digital microscopy) ¹ :	D	Direct patient contact involving exposure prone procedures (EPP) ² :	N
Heavy manual handling ¹ :	N	Direct patient contact, no EPP ²	N
Highly repetitive tasks (e.g. pipetting or re-shelving books) ¹ :	N	Work with patient specimens (e.g. blood or tissue samples) ² :	N
Shift work, night work or call-out duties ² :	M	Work with GM organisms or biological agents that may pose a hazard to human health ² :	N
Work involving risk of exposure to environmental or human pathogens (e.g. in waste streams or soils) ²	N	Hazards which require health surveillance e.g. respiratory sensitisers (allergens, substances with risk phrase R42, wood dust etc.) or loud noise ²	N
Driving vehicles on university business ² :	N	Food handling or preparation ² :	N
Work at height (e.g. ladders, scaffolds etc.) ¹	N	Work in confined spaces (e.g. sump rooms, etc.) ¹	N
<ol style="list-style-type: none"> These hazards do not require health assessment but may require advice from OH if a successful candidate declares a disability or health condition in the Health & Capability Declaration. These hazards automatically require the successful candidate to undergo employment health assessment to identify any necessary health surveillance, recommended vaccinations or other risk control measures. The Occupational Health option must be checked on the SRAF or the Employment Checks page in the e-Recruitment system. 			

Equal opportunities

King's College London recognises that equality of opportunity and the recognition and promotion of diversity are integral to its academic and economic strengths. The following principles apply in respect of the university's commitment to equality and diversity:

- To provide and promote equality of opportunity in all areas of its work and activity;
- To recognise and develop the diversity of skills and talent within its current and potential community;
- To ensure that all university members and prospective members are treated solely on the basis of their merits, abilities and potential without receiving any unjustified discrimination or unfavourable treatment on grounds such as age, disability, marital status, pregnancy or maternity, race, religion or belief, sex, sexual orientation, trans status, socio-economic status or any other irrelevant distinction;
- To provide and promote a positive working, learning, and social environment which is free from prejudice, discrimination and any forms of harassment, bullying or victimisation;
- To foster good relations between individuals from different groups and tackle prejudice and promote understanding.

King's has been a member of the Athena SWAN Charter since 2007 and first gained its Bronze institutional award in 2008. Our award was successfully renewed in 2016 for a further four years. The Athena SWAN agenda forms part of a wider suite of diversity and inclusion work streams. Working with the Charter is helping King's to identify best practice for the working environment of all staff working in science disciplines.

Summary of Terms and Conditions of Service

This appointment is made under the King's College London Terms and Conditions of Service for Research staff a copy of which is available from the Recruitment Team upon request.

Right to Work in the UK

King's College London has a legal responsibility to ensure that you have the right to work in the UK before you can commence employment with the university. If you do not have the right to work in the UK already, any offer of employment we make to you will be subject to you obtaining permission to work in the UK before taking up the post.

Tier 2 Sponsorship

Applications are welcomed from international candidates. The recruitment of this post meets Home Office advertising requirements that qualify the role for sponsorship under Tier 2. Consequently, if required, the university could potentially sponsor the successful candidate in applying for a visa under Tier 2 of the points based immigration system, providing all other requirements are met.

Information on Tier 2 sponsorship can be found on the UK Visas and Immigration website: www.gov.uk/tier-2-general/overview

Probation

6 months

Annual leave

27 working days per annum pro rata (please note the annual leave year runs from January-December) bank holidays and customary closure days in are in addition to the annual leave entitlement. Staff receive four additional customary closure days in December. Notification as to how these days are taken is circulated at the start of the academic year.

Superannuation

This appointment is superannuable the USS www.uss.co.uk pension scheme. In accordance with recent legislation, we automatically enrol our staff in a pension scheme if they meet certain age and earning criteria. This is known as auto-enrolment. The university collects pension contributions via a salary sacrifice method called *PensionsPlus*. These deductions are made before the calculation of tax and national insurance is calculated; therefore reducing the amount you pay.

Staff already superannuated under the NHS Superannuation Scheme may opt to remain in that scheme provided an application to do so is received by the NHS scheme trustees within three months of appointment to King's College London. Please note that NHS Superannuation Scheme: Medical Schools are classed as "Direction Employers" and some benefits of the NHS Scheme are not available to Direction members.

Alternatively staff may opt to take out a personal pension. Please note that the university does not provide an employer's contribution towards a private pension plan.

Staff benefits

King's College London offers a wide range of staff benefits. For the full comprehensive list of staff benefits please refer to our website: www.kcl.ac.uk/hr/staffbenefits

Applying for the post

To apply, please register with the King's College London application portal and complete your application online.

Applicants with disabilities

King's College London is keen to increase the number of disabled people it employs. We therefore encourage applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application please contact the Recruitment Coordinator responsible for the administration of the post on recruitmentteam2@kcl.ac.uk

Response

All applications will be considered with respect to the criteria outlined in the person specification. We aim to contact you within four weeks of the closing date to inform you if you have been selected for interview. Due to the large number of applications we receive we are unfortunately not able to provide feedback at the shortlisting stage.