

June, 2017

Dear Applicant,

Recruitment: Research Fellowship, Centre for Crime and Justice Studies in partnership with The Barry Amiel and Norman Melburn Trust

Thank you for your interest in this post. In this pack you will find:

1. Fellowship details.
2. Background information about the proposed areas of work.
3. The person specification.

To apply for this role, we require the following:

1. **A completed application form.**
2. **A separate personal statement** of not more than two sides of A4.
3. **A sample of your written work** (no more than 500 words). This can be an excerpt from a longer piece, an abstract, a blog, published or unpublished. It must be your own original work.

This is the only information that will be considered for the purpose of shortlisting.

Please do not send any additional material.

The deadline for applications is 9am, Monday 3 July.

Please send your application by email to: info@crimeandjustice.org.uk with the subject heading 'RECRUITMENT'; or by post, addressed to CCJS Recruitment, 2 Langley Lane London SW8 1GB; or by hand to the same address.

Yours sincerely,

Helen Mills

Research Associate

Research Fellowship Details

Job title: Researcher

Location: Vauxhall, London

Remuneration: This is not a salaried position. You will receive a tax free support grant of £16,553 via a monthly stipend from the Barry Amiel and Norman Melburn Trust. The post is for one year.

Main purpose

The Research Fellowship is intended to develop the skills of the post-holder in the context of working in a policy and research-based charitable organisation. The post-holder will primarily advance research in two areas, producing briefing papers in each. In addition the successful candidate will make an ongoing and active contribution to the overall work of the Centre for Crime and Justice Studies (the Centre).

Description of main duties

The post- holder will:

Scope out and develop research in two areas of state and corporate power in criminal justice in England and Wales:

- The undercover policing of political groups and social movements.
- The organisations and companies profiting from prisons and punishment.

This will include:

- Undertaking desk-based research. Likely to include a combination of primary data collection, such as Freedom of Information requests, quantitative analyses of trends, as well as reviewing secondary sources, such as government databases and statistics, and available literature, including recent political developments and proposals.
- Collaborating with colleagues at the Centre and other organisations.
- Identifying key evidence and materials, developing an insightful analysis, and describing this in clear written outputs.
- Preparing written outputs on each of the above topics and, with colleagues at the Centre, plan how this work will be disseminated to a wider audience through activities such as events, online articles, or other written outputs.
- Taking part in the general work of the Centre as required.

Other information

- Full time, with some flexibility.
- Pro-rata 30 days leave in addition to public holidays.
- Primary liaison and supervision will be with the Centre's Research Associate.
- Shortlisted candidates will be contacted week commencing 3 July 2017 to arrange interviews for week beginning 24 July 2017.
- Anticipated start date for post: 11 September 2017 for 12 months, with some flexibility.

Background: Proposed areas of work

Undercover policing of political groups and social movements.

The infiltration of protest groups and social movements has been an established police tactic over several decades in England and Wales. It is a practice which has, until relatively recently, taken place without the public's knowledge, let alone scrutiny.

Amongst those who have been the subject of undercover operations are trade unions, police scrutiny and monitoring groups, the friends and families of those who have died in custody or who have set up justice campaigns about murder investigations, anti-fascist groups, and those campaigning for environmental causes and climate change.

There is currently a public inquiry tasked with exploring the police monitoring of campaign groups since 1968. The Centre has held two events on this subject and is currently producing a report based on speaking with those affected by undercover police operations.

The work of the successful candidate would enable us to continue independent scrutiny in an area that raises fundamental questions about the legitimacy of state power and political freedoms.

The organisations and companies profiting from prisons and punishment in England and Wales.

Throughout the criminal justice system, combinations of state bodies and voluntary sector organisations have increasingly been joined by private sector companies to manage and deliver services. Academics and activists have labelled this expanding marketplace the 'penal industrial complex'.

In 2015, as part of our annual *UK Justice Policy Review* publication, we analysed transparency data on criminal justice spending and outsourcing, revealing the dominance of two companies, G4S and Serco. The contracting out of criminal justice services has grown rapidly with very little public or political scrutiny.

There is an urgent need for a focused exploration of the scale of spending and the companies involved. The Fellow's work would contribute to this by mapping out the key organisations and companies involved in England and Wales, particularly in the context of the government's current prison building programme, as well documenting contracting controversies in criminal justice.

For more detailed information about the Centre's current projects, activities and work visit the Centre's website (www.crimeandjustice.org.uk).

Person specification

Criteria	Essential	Desirable	How assessed ¹
Qualifications			
1. An undergraduate degree in a relevant subject.		X	A
2. A Master's or postgraduate qualification (or equivalent relevant experience).		X	A
Skills / Abilities			
3. Able to rigorously investigate a subject, including drawing on secondary data analysis.	X		A, I, T
4. Use initiative, work well independently.	X		A, I, T
5. Excellent writing skills, presenting analysis / information for a wide range of audiences in an engaging manner.	X		S,I
6. Good personal organisational and time management skills.	X		A, I
Experience			
7. Experience of undertaking desk-based research (literature reviews, analysis of government policy etc.)	X		A, I
8. IT literate with experience of Word and Excel	X		A, I
9. Working collaboratively as part of an organisation or group.		X	A, I
Knowledge			
10. Knowledge relevant to the undercover policing of political protest groups and / or to private sector involvement in criminal justice.		X	A, I
11. A commitment to critical perspectives to criminal justice issues.		X	A, I, T
Other qualities			
12. Support the values and purpose of the Centre.	X		A, I

¹ A = Application; I = Interview; S = Sample; T = Test