



Global Disability Innovation Hub

Role Title	Research Assistant: Disability and Gender Inclusion
Responsible To	Dr Dilisha Patel, Senior Research
Job Level	Assistant
Salary Grade	£34,000
Term	12 months, with the potential for extension. Start date: As soon as possible – ideally October/November 2024
Position Type	Full-time
Primary Location	London/UK-based (hybrid working- 20% in-person), must have right to work in the UK

About GDI Hub

The Global Disability Innovation Hub (GDI Hub) is a research and practice centre driving disability innovation for a fairer world that has grown rapidly to now operate in 40+ countries with more than 70 partners. We are the WHO Global Collaborating Center on Assistive Technology, based at UCL.

Our vision is of a world without barriers to participation and equitable opportunity for all. We believe disability innovation is part of a bigger movement for disability inclusion and social justice. More than a product, a service or policy, disability innovation is a way of thinking to address disability challenges by co-designing solutions and sharing knowledge. We are solutions-focused experts in, Assistive & Accessible Technology, Inclusive Design, Inclusive Education Technology, Climate & Crisis Resilience and Cultural Participation. We stimulate entrepreneurship by developing bold approaches, partnerships and ecosystems to accelerate change.

We work across 5 domains, disrupting current ideas and practice by bring together new partnerships to overcome the barriers that exclusion and poverty creates in relation to disability.

- **Research:** creating new knowledge, solutions and products
- **Innovation:** growing inclusive innovation ecosystems
- **Programmes:** testing what works
- **Teaching:** learning and sharing knowledge
- **Advocacy:** evidence-based outreach

Based in East London and a legacy of the London 2012 Paralympic Games, we deliver world-class research, ideas and inventions, creating new knowledge, solutions and products, and shaping policy through co-creation, participation and collaboration. GDI Hub is composed of an Academic

Research Centre (ARC) led by University College London (UCL) and a Community Interest Company (CIC) and is guided by an Advisory Board of disabled people. We currently have a diverse portfolio of work with a value of around £50 million and have reached 36 million people since we started counting in 2018.

GDI Hub values inclusion as a core business success factor. We actively seek to attract employees from diverse backgrounds and particularly welcome applications for this role from disabled people and people from all cultural and faith backgrounds. The accommodation of reasonable adjustments is business as usual for us.

GDI Hub has a growing portfolio of work looking at the intersection of gender, disability and assistive technology (AT). The lack of access and acceptance of AT contributes to a cycle of exclusion for women and girls, as well as those and others among gender minorities with disabilities. We plan to develop a comprehensive strategy that considers the intersections of gender and disability to address these disparities. We aim to do this through mechanisms for equitable access to assistive technology by exploring diversity in research, removing financial obstacles and supporting laws that uphold the rights of women, girls and those of minority genders with disabilities.

The objectives of the Gender workstream of AT2030 are to 1) understand disparities for minority gender disabled people in accessing AT; 2) test and undertake pilot interventions to build an understanding of what works, and what doesn't, and collate more data from LMIC on gender and disability.

Role Purpose

The role will focus on understanding and exploring the links between Gender and Disability, including access to Assistive Technology, interactions with Poverty and Disability and Social Justice, working with our existing and new partners, including relevant UN agencies, community partners, and our funders or clients (often donors or development banks). This role includes undertaking and supporting research to address gender issues within disability inclusion, including barriers and facilitators to understand 'what works' to drive gender-inclusive access to assistive technology.

This role will undertake research (including research management; ethics; facilitation of qualitative and quantitative methods; other data collection activities; analysis; writing reports and papers; and dissemination of research findings) within the FCDO (Foreign, Commonwealth and Development Office) funded 'AT2030' programme. Priority countries within the programme are in the regions of Sub-Saharan Africa, Asia and the Pacific and expect to include countries such as Kenya, Rwanda, Tanzania and Indonesia.

The post would suit a post-graduate researcher with practice-based experience within the thematic areas of disability, gender and social justice, and a good grasp of both qualitative and

quantitative research methods. Experience working in the global south or less resources context is preferable, as well as strong communication, project management and partnership skills.

We are looking for a creative, rigorous, and empathetic individual, ideally, with skills and experience in working with a gender lens. A candidate who can work autonomously, and as part of a team across various inter-related projects would be welcomed.

The post holder will report to Dr Dilisha Patel, Senior Researcher within the Research and Delivery team led by Mikaela Patrick but will also spend time with other team members and research partners as needed.

The role will be based at the dedicated GDI Hub space on the new UCL East Campus site within the 560-acre Queen Elizabeth Olympic Park, with easy access to all venues. The position comes with UCL Associate status, which provides access to UCL campus buildings and resources (e.g. library). The post-holder will also have access to an annual learning and development budget, a Wellbeing Bonus of up to £500 per year and 28 days annual leave.

Role Responsibilities

Role Objectives will include:

- Carrying out research to strengthen our data and evidence on the impacts of gender on access to assistive technology across the AT2030 programme.
- Support research projects focused on gender, reproductive and sexual health, and disability, including fieldwork/travel as needed.
- Support the research planning and delivery of projects regarding inclusive education, accessible healthcare and gendered design of AT including digital products and work with GDI Hub's international partners.
- Contribute research support across the research and delivery team and Hub.

Support the inclusion of gender in GDI Hub's work and collate disaggregated data to make recommendations for future work for GDI and its partners.

RESEARCH PRIORITIES: Explore gender influences in access to AT and social justice.

- To liaise with local and international partners, travel will likely be involved.
- To carry out research activities – conducting, analysing, and reporting theoretical and empirical results.
- To gather qualitative data, i.e., interviews, workshops, co-design/participatory design.
- To support dissemination of the project outputs, through contributing to writing and compiling technical reports and academic papers.
- To plan and undertake quantitative data analysis of gender related data.
- Ensure all data is conducted in line with ethical conduct of research, including informed consent collection and appropriate data handling.
- To contribute to the creation of content for academic publications, publicity materials and social media.

This is not intended to be an exhaustive list. The need for flexibility, shared accountability and team working is required and the role-holder is expected to carry out any other related duties that are within the employee's skills and abilities whenever reasonably instructed. This is a description of the role as it is at present. It is the practice of GDI Hub to review role profiles regularly to ensure that they relate to the role being performed. These reviews will be carried out by the line manager in consultation with the role holder.

Role Competencies

Part One - Qualifications

Essential:

- Masters in a relevant subject involving qualitative research methods or substantial relative work experience.

Part Two – Knowledge, Experience & Skills

Essential:

- Experience of working in disability or assistive technology.
- Knowledge of working in the thematic area of gender.
- Research planning and management of research projects.
- Good project management skills.
- Good communications skills.
- Experience of undertaking literature reviews.
- Conducting qualitative research, including data collection, management, and analysis.
- Experience in using quantitative data methods.
- Ability to write up findings for dissemination and publication.
- Experience in recruiting participants for research studies.
- Experience with working with and influencing diverse stakeholders, awareness of the need for inclusion and accessibility.
- Excellent communication skills, with an ability to convey key findings to technical and lay audiences alike.
- Excellent ICT skills (Office365, incl. Excel, SharePoint, Teams, etc.).
- High degree of integrity and ability to operate in a politically and culturally sensitive environment.
- Willingness to travel and spend some time overseas for fieldwork.

Desirable:

- Knowledge and or awareness of gender/disability/global development frameworks and approaches in research.
- Pre-existing knowledge of relevant academic literature is an advantage.
- Previous experience working with disabled people, in the global south development context, or projects focused on gender.
- Knowledge of the AT sector and inclusive innovation is an advantage.
- Experience in applying qualitative research or ethnographic methods in context of gender/disability. Experience in carrying out quantitative data analysis.
- Experience of working on large-multi-partner donor-funded programmes in the development sector.
- Language skills may be an advantage as well as experience of living or working in a global south context.
- Inclusive design methods.

Part Three - Personal Style and Behaviour

Essential:

- Pro-active, self-motivated, and enthusiastic.
- Committed to disability and gender justice.
- Strong work ethic and professional at all times.
- Attention to detail.
- Proactive problem solver.
- Practical and pragmatic.
- Integrity and inclusive behaviours.
- Strong communication skills.
- Approachable and amiable.
- Impeccable organisational skills.

Application Procedure

To apply for this role please submit your CV and 1-page maximum cover letter describing how you think your skills and experience are relevant to this role and why you want to work with us, by midnight (GMT) on 12th September 2024 with interviews anticipated during the week beginning 23 September 2024. We have made every effort to make this process accessible. However, if for any reason you find it is not, please let us know and we will make an adjustment. Please be advised that we will only provide feedback to shortlisted applicants. For an informal

discussion about the role, please contact: Dilisha Patel, Senior Researcher,
Dilisha.Patel@ucl.ac.uk