

## Beyond the Streets: Research Lead

Dear Applicant,

Thank you for expressing an interest in the above post.

Beyond the Streets is a UK charity with over 20 years' experience of partnering with women in the sex industry, to see them safe from coercion, violence and abuse. We deliver trauma-informed, person-centred support, provide training, and create resources and reports informed by research, lived experience, and practitioner experience.

At Beyond the Streets we are committed to addressing the structural inequalities that compel women to sell sex. We know that to do this we need to work together with others. As the Research Lead at Beyond the Streets, you will play a critical role in shaping the direction of our influencing and partnership work to achieve this goal. With a new CEO in post now for a year, you will be joining the organisation at an exciting time of investment in our influencing work. Working closely with the Research and Impact Manager, and the newly created post of Policy and Engagement Lead, you will help us to build a strong team to take forward this area of the organisation's work.

Building on our reputation for delivering insightful research, you will develop and drive forward innovative research projects, lead on impact measurement across the organisation and establish external research partnerships in line with Beyond the Streets' strategic objectives. This role would suit a strategic thinker with a can-do attitude who thrives in collaborative working environments. This is an exciting and varied role, with the opportunity to bring together research analysis, data insights, partnership building, policy influencing and coproduction. It also offers the opportunity to recruit, develop and manage others.

Beyond the Streets is a charity inspired by Christian values. This belief inspires us to work with acceptance, value and mutual respect for all. We promote a healthy work life balance and regularly reflect on our boundaries and our strategy for the year. We genuinely seek to work as a team and ensure that no one is 'rescuing' or working outside their allocated hours. You will be joining a growing team at Beyond the Streets. We currently have 17 members of staff, with a mix of full-time and part-time working patterns.

Please find enclosed in this Recruitment Pack the following information:

- 1) Information for Applicants (p.3)
- 2) Job Description (p.5-6)
- 3) Person Specification (p.7-8)

Please complete the **Application Form** giving as much information as you can that is relevant to the job you are applying for.

It is important to us that you complete the **Equal Opportunities monitoring form**. This sheet will be detached from your application and kept separately until we need to contact you. The information given on it will not be used to make decisions about who is short-listed or recruited.

You should submit your completed application form along with the equal opportunities form to:

[recruitment@beyondthestreets.org.uk](mailto:recruitment@beyondthestreets.org.uk)

1. Make sure that you demonstrate in the application form your ability to meet the requirements of the Job Description and Person Specification, by giving clear, concise examples of how you meet each criterion, **as set out in the Person Specification**.
2. The terms **Essential and Desirable** in the Person Specification refer to the importance we will give to your answers when we read your application.
3. See [www.beyondthestreets.org.uk](http://www.beyondthestreets.org.uk) for more information about our charity, as well as our film.
4. You must have all the Essential criteria to be able to do the job on day one. You may need to acquire the Desirable criteria to do the job, but they can be learned in the post.
5. We recognise our responsibility to remove any barriers in our recruitment process. If you have identified any barriers in the Job Description or Person Specification, please tell us of these in your application. We are committed to making any reasonable adjustment to the job where possible, and it would help us to know your needs to do this.

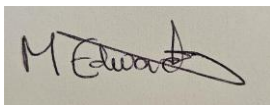
**Deadline for applications:** Monday 31<sup>st</sup> March 2025 at 9am

**Interview online:** Thursday 24<sup>th</sup> April 2025

**Potential start date:** 2<sup>nd</sup> June 2025 (open to negotiation for right candidate)

We look forward to receiving your application.

Yours faithfully,

A handwritten signature in black ink on a light-colored background, appearing to read "Mari Edwards".

Mari Edwards

CEO

## 1) Information for Applicants

### Equal Opportunities

Beyond the Streets sets a high standard for both its employment practices and its work, and people are recruited based on their merits, skills and abilities. We work towards ensuring that no job applicant or employee receives less favourable treatment on the grounds of racial group, origin or nationality, disability, marital status, age, sexuality, political, religious beliefs or trade union activity. We are committed to building a diverse team, so encourage applications from candidates with lived experience of selling sex and/or sexual exploitation and those from diverse backgrounds including Black, Asian or Minority Ethnic candidates.

### Genuine Occupational Requirement (GOR)

Due to nature of this role in working alongside women with lived experience of violence against women, this post is restricted to female applicants under Section 9 of the Equality Act 2010.

### Safeguarding

We take Safeguarding seriously and invest time, training and thought into the way we interact with women and their children. We are continuously learning as we support women in complex and vulnerable spaces.

### Ethos

As a charity inspired by Christian values, we have several key elements that are seen within our work. These are core to our organisational culture and shape our working practices and service delivery. This means:

1. We seek to show genuine care and be inclusive and recognise the intrinsic value in all people.
2. We see everyone as equal in diversity and work to see everyone treated in this way.
3. We believe in transformation and will work to enable people to see positive change in their lives.
4. We take a long-term approach and see the importance of persevering and celebrating progress.
5. We see the value of working together, addressing conflict and partnering to see lives changed.
6. We are sensitive to the misuse of power and recognise the importance of working alongside those we seek to serve.

Whilst these are our organisation's core beliefs, we will never look to impose them on anyone. Anyone looking to join the Beyond the Streets team, either as staff or in a voluntary capacity must respect this ethos and will be expected to work within this framework to assist the charity towards achieving our vision of ending sexual exploitation.

### Violence Against Women and Girls (VAWG) Perspective

At Beyond the Streets, we come in to contact with groups and individuals from various perspectives on prostitution/selling sex and value this diversity. Having said this, over the years our perspective has developed and has been informed by our service users. We recognise that women's experiences of the sex industry vary but, overall, we view prostitution as a form of 'violence against women and girls' (VAWG) due to the harm we have found to be inherent. Central to this perspective is an understanding of

the abuse of power and/or vulnerability faced by those who are sexually exploited or engaged in survival sex.

### **Lived Experience**

We actively seek to recruit a diverse workforce which includes women with Lived Experience. This comes in many forms, but in this context, we refer to those who have had experiences of selling sex and/or sexual exploitation. As an organisation there is no expectation on individuals with Lived Experience to publicly draw on this experience in their work for Beyond the Streets, and we follow your lead on how much you want to share your story in multiple spaces, including within our own team.

### **Short-listing**

If you have not been contacted within a week of the closing date for the job application, please assume your application has been unsuccessful on this occasion and we thank you for taking the time to fill in the application form as well as an interest in working with Beyond the Streets.

## 2. JOB DESCRIPTION

**Job Title:** Research Lead

**Location:** Hybrid, with travel required

**Hours:** 35 hours per week. Open to discussing 28 hours per week and flexible working

**Salary:** £40,500

**Leave:** 25 days leave, plus Bank Holiday Leave

**Pension:** 5% employer contribution (with statutory 3% employee contribution)

**Reporting to:** Research and Impact Manager

**Job Purpose:** To develop and drive forward innovative research projects, to lead on impact measurement across the organisation and to establish external research partnerships in line with Beyond the Streets' strategic objectives.

### Key Responsibilities

#### Research Development

- Develop and implement high-quality and innovative research projects with a focus on centring Lived Experience in all aspects of our research.
- Collaborate with colleagues to identify and foster potential research partners.
- Work closely with research partners ensuring data and analysis represents real insights into pressing issues facing those involved in the sex industry.
- Identify fundable research projects and pursue opportunities to deliver commissioned research that aligns with Beyond the Streets' strategy.
- Produce research outputs that inform service development, training content development, and policy proposal development.
- Support and work closely with the Research and Impact Manager, ensuring they are kept informed at all times and aligned with key initiatives and developments.

#### Impact Measurement

- Collaborate with the Research and Impact Manager, to embed and refine impact measurement and learning practices across the organisation.
- Ensure routine data is collected to a high quality across the organisation, working alongside the Direct Services Manager, who leads on data collection within the direct services team. Ensure data is effectively distributed to key audiences as necessary.
- Support the leadership team to monitor and report on progress against our strategy.

### **Partnership Development**

- Collaborate with colleagues to build and maintain strategic partnerships with external organisations to capture and share innovations, best practices, and knowledge.
- Represent the organisation at relevant forums and collaborate with sector leaders to influence practice and policy, particularly on issues relating to the UK sex industry.

### **Team Leadership**

- Recruit, train, and support direct reports, fostering their professional growth and development.
- Role model the organisation's values and contribute to maintaining a positive, inclusive organisational culture.

### **Organisational Culture**

- Promote a culture of innovation, collaboration, and continuous improvement.
- Act as a champion for the organisation's mission and vision, ensuring alignment in all activities.

### **Essential Skills and Experience**

- Proven track record of conducting research and leading research projects.
- Experience of working with an array of outcome approaches, identifying and implementing appropriate impact frameworks.
- Experienced in translating complex ideas into accessible insights for diverse audiences.
- Demonstrated knowledge of the Violence Against Women and Girls sector.
- Proven ability to develop and implement innovative solutions and learning strategies.
- Strong organisational, communication, and leadership skills.
- Experience building relationships with leaders and external stakeholders to achieve shared goals.

**This role will work alongside survivors of sexual exploitation and women with lived experience of violence against women and is therefore restricted to female applicants only under Section 9 of the Equality Act 2010.**

### 3. PERSON SPECIFICATION

Person Specification: Research Lead		
Criteria		Measured
<b>1. Experience</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>a) Proven track record of conducting research and leading research projects, including designing and conducting surveys, focus groups and in-depth interviews</li> <li>b) Experience of working with an array of outcome approaches, identifying and implementing appropriate impact frameworks</li> <li>c) Experience in the use of computerised client record systems (CRMs), reporting tools, and databases (including developing queries and reporting)</li> <li>d) Familiarity with analysing datasets to address data quality issues and draw out insights and recommendations</li> <li>e) Working collaboratively and effectively with a wide variety of people both internally and externally, at all levels</li> <li>f) Experienced in translating complex ideas into accessible insights for diverse audiences</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>g) Demonstrated interest or experience of working with women facing multiple disadvantages and /or women involved in the sex industry</li> <li>h) Experience of training and supporting staff in the efficient use of CRM systems</li> <li>i) Experience building relationships with leaders and external stakeholders to achieve shared goals</li> </ul>	Application Form/ Interview
<b>2. Education / Qualifications</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>a) Degree /equivalent qualifications in social sciences, humanities, human rights or other related disciplines, and/or significant work experience.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>b) Masters/ Doctorate</li> </ul>	Application Form/ Interview
<b>3. Skills / Abilities</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>a) Highly numerate and logical with proven skills in qualitative and quantitative analysis</li> <li>b) Demonstrated knowledge of the Violence Against Women and Girls sector</li> <li>c) Understanding of safeguarding and trauma-informed practice</li> <li>d) Proven ability to develop and implement innovative solutions and learning strategies</li> <li>e) Excellent written and verbal communication skills and ability to present complex concepts in plain English</li> </ul>	Application Form/ Interview  (A pre-prepared presentation will be asked of you at interview)

	<ul style="list-style-type: none"> <li>f) Ability to plan and prioritise workload within a context of multiple demands</li> <li>g) Strong IT skills (Word, PowerPoint, Excel, Database)</li> <li>h) Self-motivated with confidence to work alone but can also work co-operatively and flexibly as part of a team</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>i) Proven track record of people and project management skills</li> <li>j) Track record of adhering to data protection regulations</li> </ul>	
<p><b>4. Personal Qualities</b></p>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>a) Able to act as a champion for Beyond the Streets' mission and vision</li> <li>b) A strategic thinker with a can-do attitude who thrives in collaborative working environments</li> <li>c) Highly developed sense of self-awareness, and ability to work with different points of view</li> <li>d) Commitment to anti-discriminatory practice and equal opportunities and an ability to apply awareness of diversity issues to all areas of work</li> <li>e) Interested and motivated to further your own skills and knowledge</li> <li>f) Adaptable and flexible to changing environments and holistic ways of working</li> <li>g) Personal satisfaction from ensuring tasks are completed to a high standard</li> </ul>	<p>Application Form/ Interview</p>

Thank you for your interest in this role. Sometimes, research shows that particularly women will not apply for a job if they don't meet all the criteria. If you don't meet all criteria, but you meet some and you feel like a good fit for the role - we'd love for you to apply!