



## Health Justice Researcher

### Summary

**Job title:** Health Justice Researcher

**Salary:** £40,000 - £45,000 (depending on experience)

**Contract:** 4 days per week, three years fixed term contract (subject to review at the 6 month and 1 year mark).

**Location:** Hybrid working. We require everyone to work from our Holloway Road London office minimum two days a week (or an agreed variation of this) because building in-person relationships and collaborative working is important to us.

**Application deadline: 11.59pm on Sunday 25th June 2023**, however we will be considering applications as they are submitted and may hold interviews on an ad hoc basis. We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore if you are interested, please submit your application as early as possible.

**First round interviews:** Week commencing Monday 10th July 2023.

**Second round interviews:** Week commencing Monday 16th July 2023.

### About the role

At Healing Justice Ldn we are looking to cultivate and grow our research culture. The research we do is non-extractive and generative, centres lived and learnt experience, and evidences current conditions while opening space to imagine life-affirming systems and worlds.

The Health Justice Researcher will be responsible for conducting research, designing community-centred research-informed health infrastructure, and shaping research, policy and public narratives on health, race and healing justice. The role will support the strategic development and delivery of Healing Justice London's research and design programme, developing and delivering research and evaluation projects, collaborating



with internal research, programming and communications colleagues, and developing research partnerships. The Health Justice Researcher will lead on working with communities and partners, to take the results and learning from research into imagining and prototyping community health. This role will focus on making research, methodologies, frameworks, imaginings and learning accessible and sharing it with a range of audiences.

We have ambitions to curate and extend the methodologies, practices, and resources created by Healing Justice London and our partners, to co-create a comprehensive Healing Justice framework. We will co-design and deliver research projects grounded in healing justice principles and evaluate the impact of our work - with a focus on somatic and embodied modalities and narrative change. The relationships and learnings will lead to the co-development and creation of new methodologies and projects iterating community health.

We are looking for someone with interdisciplinary skills, strong qualitative research skills, policy and data analysis experience paired with an understanding of abolitionist approaches to health and documented experience working with communities and partners in co-design. You will be an experienced researcher, facilitator and builder, with a deep understanding of health and marginalisation, able to bring together people and ideas and produce resources for and to influence a variety of audiences.

We know that people from certain backgrounds and identities are often excluded in progressive movements and we know that often the deepest analysis comes from lived experience. Therefore we particularly welcome applications from marginalised groups, especially people of colour and other ethnic minorities, people who identify as LGBTQIA, Disabled people, working class folks, and / or those who have been historically excluded.



## What you will do

- Support the strategic development and delivery of Healing Justice London's research-informed design programme.
- Collate and expand HJL's methodologies and frameworks, develop resources across mediums for multiple audiences.
- Monitoring, analysing, drawing from and contributing to health knowledge and research, practice and public narratives on health and healing.
- Help develop HJL's research approaches, methodologies and tools, working within and further developing shared language and conceptual frameworks to ensure that our work is accessible.
- Develop and deliver participatory research and evaluation with the HJL team.
- Design and facilitate spaces to reimagine community health and build this into blueprints and test projects.
- Prototyping community health projects with partners.
- Identify and nurture relationships with external stakeholders, including donors, funders, partners, sector peers and communities.
- Together with the Executive Team and core team collectively build organisational infrastructure, processes and systems.
- Support the Senior Leadership Team with fundraising strategy and activities.
- Work with our communications and programming teams to plan and deliver launch and engagement activities for projects and programmes.
- Support project reporting and monitoring for funders and partners and internal evaluation of research activity and impact.

## What you will bring: *key skills and experience*

- 7-10 years experience of designing and leading research projects grounded in the knowledge of communities experiencing marginalisation. This may include, but is not limited to, having a PhD,



or equivalent in social science, public health or any related field, or equivalent.

- Experience of building collaborative programmes or projects on systemic change, moving from imagination, design to delivery.
- Experience of working within and across two or more institutional settings.
- Knowledge of radical pedagogies - including decolonial, feminist, crip, queer, critical race theory, intersectionality, and disability justice.
- Interdisciplinary research skills, including qualitative research skills, policy and data analysis experience, and/or experience of using arts-based/creative methodologies.
- Experience in research co-design, co-production, and co-creation either as a researcher with lived experience and/or with people who have lived experience of systems of oppression.
- Proven ability to synthesise complex ideas from research, policy, engagement and real time analysis into frameworks and resources to support learning and change.
- Exceptional written communication skills, with strong editing and proofreading skills, and excellent attention to detail and accuracy.
- Exceptional verbal and presentational skills and a track record of designing and delivering impactful and effective training and workshops.
- Strong influencing and relationship building skills and established collaborative relationships and networks within the health, healing and social justice fields.
- Strong diplomatic skills, including sensitivity, discretion, and sound judgement.
- Ability to be self-motivated with the drive and perseverance to work on own initiative as well as working within a team environment.
- Ability to be proactive and well organised, with the ability to meet tight deadlines and manage multiple priorities.
- Demonstrable skills as a collaborator and builder who values diversity of skills and methodologies, pulls people and organisations



together and encourages others to build and grow to create positive impact.

### **What you will bring: *Values and behaviours***

- Anti-oppression values and practices, including anti-racism, anti-ableism, anti-classism, and gender diversity, and recognises the importance of an intersectional abolitionist approach to social and healing justice.
- Commitment to radical dreaming and visioning, joy, art and creativity to practise and rehearse liberation and contribute to collective space for change.
- Ability to reflect and learn, including sharing uncertainties and failures. Commitment to personal learning and creating a learning culture with time for reflection and ability to change course. Openly taking feedback from the team and members of our community on your behaviours and work.
- Emotional intelligence, including a growing ability to empathise with and appreciate others, creating opportunities for those you work with to grow and develop.
- Commitment to building healthy and sustainable practices for yourself and nurturing this in our team by demonstrating self and collective accountability and responsibility in our work environment.
- Being agile, flexible and adaptive in uncertainty while staying focused and intentional, in a growing organisation navigating uncertain times while building radical or alternative.

### **About Healing Justice London**

Healing Justice Ldn (HJL) works to build community-led health and healing. Our vision is rooted in access, inclusion and dignity for all, while highlighting the potential for broader social transformation through alternative methodologies and practice. We believe health and wellness should be shaped by the individuals and communities receiving care, and that these communities are best placed to lead innovations at the intersection of health, healing and justice. We also work to name and visibilise how



structural and everyday cumulative experiences of marginalisation interact with how people access health. We are working to build an alternative infrastructure of public health that can and should be shaped by all of us.

We work to create resources and capacity with and for communities that have been marginalised and underrepresented within mainstream public institutions. We foreground disability justice, trauma-informed and somatic practices, and co-production. We work with public health bodies, institutions, community organisations, patients and health professionals in order to break new ground in conceptualising and delivering healthcare. We are led by people of colour and lived experience.

This is an exciting time for HJL as we enter an exciting period of growth – we are halfway through a two-year programme, *Rehearsing Freedoms*, focused on community-led health healing, structural interventions and spaces for joy and restoration. This holistic programme aims to dismantle structures of violence and, in their place, build community-based structures of care. We will create spaces that restore our agency and nourish our joy, while sustaining our movements as we build towards collective liberation.

## Application and interview process

### To apply for this role:

Application is by way of **CV and responses to the following questions** (which should be no more 1,500 words):

1. What excites you about doing research and designing health infrastructure at Healing Justice Ldn?
2. How would you evaluate the impact of politicised somatic practices on health and transformation? (for definitions of politicised somatics



please see our panel discussions: [The Power of Somatics for Racial Justice](#) and [The Power of Somatics for Collective Transformation](#))

3. Give us an example of something that you have developed that was research informed. How did you go about it and what impact did it create in an organisation, community or institutional setting? (i.e. how did you do the research, who was involved and how did it inform the design?)

Our work is rooted in our foundational values of anti-oppression, disability justice, lived experience centred and abolition. **We invite anyone who does not have lived experience with systems of oppression to reflect on their suitability for this role before applying, and to address this in the application if they choose to apply.**

If you would prefer, you are welcome to send us a short video or audio file (no longer than 5-8 minutes) in response to the questions above.

In order to ensure we are doing all we can to encourage applications for people of all backgrounds, we need to collect monitoring data. It would be helpful if you would complete and return the attached [Equality and Diversity Monitoring Form](#). Questions are entirely optional and your answers will be treated confidentially and will in no way affect your application.

**Applications should be sent to : Khatija Seedat, Operations Manager, HJL:**  
[khatija@healingjusticeldn.org](mailto:khatija@healingjusticeldn.org)

**Dates:**

**CLOSING: Applications will close at 11.59pm on Sunday 25th June 2023,** however we will be considering applications as they are submitted and may hold interviews on an ad hoc basis. We reserve the right to close this



vacancy early if we receive sufficient applications for the role. Therefore if you are interested, please submit your application as early as possible.

**FIRST ROUND INTERVIEWS:** First interviews for successful applicants will be held week commencing Monday 10th July 2023. These will be held over zoom with a panel of HJL staff.

**SECOND ROUND INTERVIEWS:** Second round interviews will be held in person during the week commencing Monday 16th July 2023.

The dates have been arranged around event commitments and summer holidays so we are unfortunately unable to move them.

If you fancy a chat about the role or have any questions about Healing Justice London in general, you can reach out to us via email on [info@healingjusticeldn.org](mailto:info@healingjusticeldn.org), and we'll direct you to the right person in the team.

**Accessibility:** Please let us know if you have any accessibility requirements which we might need to consider in relation to the selection process. Any requests will not affect the decision making itself. Please let us know if you would like to receive this information in a different format.