



Research Associate / Project Researcher – Domestic Abuse Inclusivity and Protection

WHAG is a leading charity delivering quality support services to women, men and their families who are affected by domestic abuse, homelessness, and young parents across the of Northwest England. Improving the safety and life opportunities of the people who use our services and supporting them in their recovery.

We support the people we work with to overcome the experiences they have had. We empower them to build up the skills and resources they need to take control of their own lives, access a tenancy of their own and maintain a quality of life in the long term. We give them the information they need to make positive choices about their futures.

As well as delivering courses to our staff WHAG delivers Healthy relationship training to employers and schools to assist in the education and prevention of Domestic abuse.

Our Vision - To support and empower vulnerable women and those affected by domestic abuse

Our Mission - End Domestic Abuse, Homelessness, and relationship breakdown.

Our Values - Empowerment, Choice, Change, Strength

Guiding Principles - Our guiding principles help define how we will act at all times through the development and delivery of WHAG in the future

Be non-judgemental and supportive at all times.
Ensure trauma informed, flexible support is accessible to all those in need
Support individuals to take responsibility and accountability for their actions
Support individuals, partners and families to live independently within the community of their choosing.
Help develop new knowledge and create new skills for individuals and families to make better life choices.
Provide positive alternatives to current services and resources available in a community.

WHAG has a strong values base, embedding, empowerment, choice, strength and change into our organisation. We are looking for staff that can deliver person-centred, trauma informed services, are innovative, trustworthy, can do, self-motivated and excellent at all times, so it is important that you are as passionate about these principles as we are.



JOB DESCRIPTION

Job Title:	Research Associate / Project Researcher – Domestic Abuse Inclusivity and Protection
Reports to:	HOO and ultimately the CEO
Location	Rochdale (with hybrid/flexible options)
Responsible for	Bridging the gap: inclusive safety for hidden survivors
Date Reviewed	June 2026

Overall Aim

- WHAG is seeking a meticulous and empathetic Researcher to lead a vital project aimed at redefining and improving domestic abuse (DA) services for marginalised communities (including LGBTQ+ and individuals aged 60+).
- Moving beyond reactive support, this project focuses on proactive protection and the co-production of an **Inclusive Service Report and Roadmap**. The successful candidate will bridge the gap between academic rigor and community-based, trauma-informed research, ensuring the voices of those with lived experience directly shape future safety frameworks.
- This role offers a unique opportunity to apply academic research methodologies to achieve immediate, tangible social justice outcomes. You will not just be documenting systemic issues; you will be actively designing the net that catches vulnerable people before they fall through the cracks.

Requirements

- **Current Enrolment:** Registered Ph.D. candidate or advanced master's student in Social Work, Sociology, Psychology, Criminology, Public Health, or a related Social Science discipline.
- **Research Background:** Proven experience in conducting mixed-methods research, with a strong emphasis on **qualitative thematic analysis** and **trauma-informed interviewing**



Key tasks and accountabilities

1. Research Design & Qualitative Analysis

- **Focus Group Facilitation:** Design and lead 8 hybrid focus groups with survivors and community consultants, ensuring a culturally safe environment.
- **Thematic Analysis:** Conduct rigorous thematic analysis of qualitative data from focus groups to identify systemic barriers and hidden survivor journeys.
- **Case Studies:** Author comprehensive case studies and narrative reports that humanise data and highlight intersectional vulnerabilities.
- **Co-Production Management:** Oversee the paid remuneration model for 40+ community consultants, ensuring ethical engagement and trust-building.

2. Quantitative Data Management

- **System Tracking:** Utilise WHAG's case management system (Oasis) alongside custom project trackers to monitor demographic reach across Rochdale townships.
- **Metrics Evaluation:** Collect and analyse engagement levels, workshop attendance, and resource distribution metrics.
- **Survey Analysis:** Design, administer, and analyse pre- and post-session Likert scale surveys to measure shifts in participant confidence and service accessibility.

3. Stakeholder Collaboration & Training Integration

- **Cross-Sector Workshops:** Support the delivery of 3 partner workshops aimed at training the "eyes and ears" of the borough (e.g., Age UK, primary care providers, Rochdale council homelessness services, LGBT services).
- **Safeguarding Next-Gen:** Collaborate closely with the Children and Young People (CYP) workers to co-develop specialised toolkits, addressing professional isolation and breaking the cycle of violence in LGBTQ+ and multi-generational families and homes.

4. Reporting & Strategic Output

- **The Inclusive Roadmap:** Synthesise all quantitative and qualitative findings into a definitive, actionable **Final Inclusive Roadmap Report**.
- **Strategic Alignment:** Ensure findings provide a blueprint for the Rochdale Domestic Abuse Partnership (RDAP) to fully integrate inclusive practices.



Performance Measures & Success Criteria

The researcher will be directly responsible for tracking and proving the efficacy of the project through the following metrics:

Metric Type	Targets & Outputs
Direct Outputs	3 partner workshops; 8 (in person and digital) focus groups; 40+ remunerated community consultants; 1 final report.
Short-Term Outcomes	Measurable increase in awareness among 15+ partner organisations regarding marginalised DA needs.
Long-Term Impact Indicators	Increased referrals for LGBTQ+ and older survivors; reduced disengagement rates; integration of practices into RDAP.

Responsibilities shared with all staff

- To ensure that the values and principles underlying WHAG's services are maintained and developed.
- To participate in regular supervision and annual appraisal and help in identifying your own job related development and training needs.
- To work at times other than office hours to attend meetings, participate in networks, fundraising events and ensuring that the service is accessible.
- To undertake any other duties that may be required which are appropriate to your role.
- To work at times other than office hours to attend meetings, participate in networks, fundraising events and ensuring that the service is accessible.
- To be committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all staff and volunteers to share this commitment.



Person Specification

The Research Associate / Project Researcher will have:

Experience and knowledge of	Essential	Desirable
Ethical & Sensitive Communication: Ability to engage safely and empathetically with vulnerable demographics, specifically the LGBTQ+ community, individuals aged 60+, and children.	x	
Technical Proficiency: Experience handling case management software, tracking databases, and statistical/qualitative analysis tools (e.g., NVivo, SPSS, or Excel tools).	x	
Collaborative Writing: Ability to translate complex social data into accessible, high-impact policy reports and practical toolkits.	x	
Knowledge of the Rochdale borough and its specific demographic townships.		x
Understanding of the intersection between domestic abuse, elder abuse, and housing/homelessness sectors.		x

Other information

Principle Terms and Conditions	
Salary:	Position Type: Part-Time / Fixed-Term Contract (Ideal for Ph.D. or Advanced Master's Students) FTE wage £37,761 pro rata
Actual Salary:	£12,587
Hours Per Week:	12 hrs per week (negotiable on hours per week must complete 624 hours across the length of the contract)
Position Type: -	Part-Time / Fixed-Term Contract (Ideal for Ph.D. or Advanced Master's Students)
DBS	Valid DBS
Car user	Regular travelling is required. The role holder must have access to a car. Business mileage is payable from an agreed base. The role holder must possess a full current driving license, road fund license and business use Insurance and MOT, providing proof when requested. The role holder must ensure the car is maintained and in a roadworthy condition.
Benefits	
Pension:	WHAG operates an auto enrolment pension plan, which all employees are enrolled after 3 month probation period via NEST. WHAG contribute to this pension in line with legislation.
Health Plan	WHAG operate a health plan for all employees after completion of their probationary period. For example this includes: Free eye testing Access to counselling Reduced gym membership
Bike to work scheme	WHAG operate a bike to work scheme.
Tech Scheme	WHAG operate a salary sacrifice tech scheme. This includes all products from Curry's
Christmas saving scheme	Saving from January – November
Flexi for non-rotas posts	(Core hours 10.00-3.30)
Holiday Purchase	One week