

Associate Researcher Role

Laurelle Brown Training and Consultancy (LBTC) is a niche organisation founded in 2017 as a response to the persistent challenges and discrimination faced by racialised children across the services and support systems they rely on.

We work with partners, including statutory services, policymakers, funders and the voluntary community sector, to collaboratively strengthen equity, diversity and inclusion across systems, leadership and practice for children. Our mission is clear: to understand, co-develop, and effect sustainable Equity, Diversity and Inclusion (EDI) change across organisations that safeguard and promote the welfare of children and young people. We work to achieve impact across systems, leadership and practice, by delivering services across four domains:

Domain	Description	Services
Developing	We provide engaging learning and development activities aimed at deepening understanding and awareness of barriers and enablers to change and enhancing capacity to mobilise progress.	Training; Coaching; Mentoring, Train the Trainer programmes; Leadership development.
Facilitating	We facilitate transformative opportunities, processes, and events designed to foster active listening, inspiration, and reflection. By creating spaces for dialogue and collaboration, we empower partners to effectively plan and deliver change initiatives with clarity and purpose.	Stakeholder participation and engagement; Away days; Consultations; Equality impact assessments; Reflective and listening spaces.
Transforming	We work collaboratively with partners to develop and embed strategic change and transformation tailored to their unique needs and context. We harness the knowledge, experience and expertise of our diverse team to plan and navigate the complexities of implementing impactful EDI initiatives across systems, leadership and practice for children.	Change projects and Programmes; Organisational, service and focused reviews and audits; Strategy review and development; Service design; Governance review, development and implementation.
Evidencing	We harness the power of data to catalyse wider systems impact and learning. We collate, generate, and disseminate evidence and insights to support and empower systems, organisations and leaders to understand and develop sustainable EDI change.	Evaluations; Scoping exercises; Literature reviews; Mixed-methods research; Reports; Articles.

More detail on our approach is outlined in our [Theory of Change](#).

Our researchers work across a range of projects and programmes, from rapid evidence reviews, to organisational audits, to formal research and evaluation projects.. They lead the development of contextual insights, evidence-informed reports and materials and strategic planning to help clients understand, plan, implement and measure to achieve change and impact across practice, leadership and systems. See the [Black Adoption Project](#) as a current example.

Our associates are team players and problem-solvers; harnessing expertise to ensure a detailed understanding of what success looks like for our clients. They adapt across a diverse range of assignments while utilising evidence and insight, acquiring knowledge and developing an understanding of the complex systems, and challenges, to affect sustainable change.

A substantial proportion of our work focuses on racism, marginalisation and discrimination and as such we welcome associates from those with personal experience of these issues, and who are underrepresented in leadership roles in the sectors we collaborate with. This specifically includes individuals that identify as Black and minoritised ethnicity, care experienced or disabled.

The important bits

Position: Associate Consultant

Location: Must be UK-based

Hours per week: Varies - Dependent upon project.

Rate: Project dependent, however, standard virtual day rate: £480.

Role type: Freelance contractor

The work

- **Data-Driven Improvement:** Enhance experiences and outcomes for children, young people, and staff through data-informed decision-making.
- **Research Design:** Lead and collaborate on quantitative and/or qualitative research, including methodology, methods, analysis and reports.
- **Evaluation Framework:** Contribute to design and implementation of evaluation frameworks, including theories of change and logic models.
- **Analytical Challenges:** Address complex analytical challenges with high-quality information.
- **Systems-Level Programmes:** Develop research approaches for systems-level programmes with diverse stakeholders.
- **Data Analysis:** Interpret and analyse data, addressing inequalities through intersectional analysis.
- **Problem Solving:** Solve ambiguous and unstructured problems impacting system, leadership and practice effectiveness.
- **Report Writing:** Produce clear, high-quality reports on complex concepts and findings.
- **Strategic Contributions:** Lead and/or contribute to formulation and presentation of strategies, roadmaps, and action plans to clients and stakeholders.
- **Project Monitoring:** Evaluate research project progress, and impact, and identify improvement opportunities. Provide constructive feedback to enhance service quality.
- **Policy Awareness:** Stay updated on policy changes and adapt practices accordingly.

About you

Associates are freelance contractors who are offered specific projects based on their availability. We are seeking individuals with proven research experience and expertise in at least one of the following backgrounds:

1. **Children and young people**, such as youth work, social work, CAMHS, police and education.
2. **Other relevant professional background** relevant to LBTC's work, such as HR, recruitment, organisational development, leadership development, change and transformation, EDI, data and analysis, policy, learning and development, and governance.

Profession	Children and young people	Other professional background expertise
You skills and experience	<ul style="list-style-type: none"> ▪ Extensive experience of working in practice with racially minoritised children and young people. ▪ Applicable knowledge and understanding of theories informing practice with children and families, and key considerations relating to racially minoritised children and families. ▪ In-depth knowledge and understanding of legislation, good practice and guidance relevant to safeguarding, protecting and/or promoting the welfare of children. 	<ul style="list-style-type: none"> ▪ Extensive experience working in an area of professional expertise engaging racially minoritised stakeholders. ▪ Applicable knowledge and understanding of theories informing the profession, and key considerations relating to racism and racial bias. ▪ In-depth knowledge and understanding of key legislation, good practice and guidance in the profession.

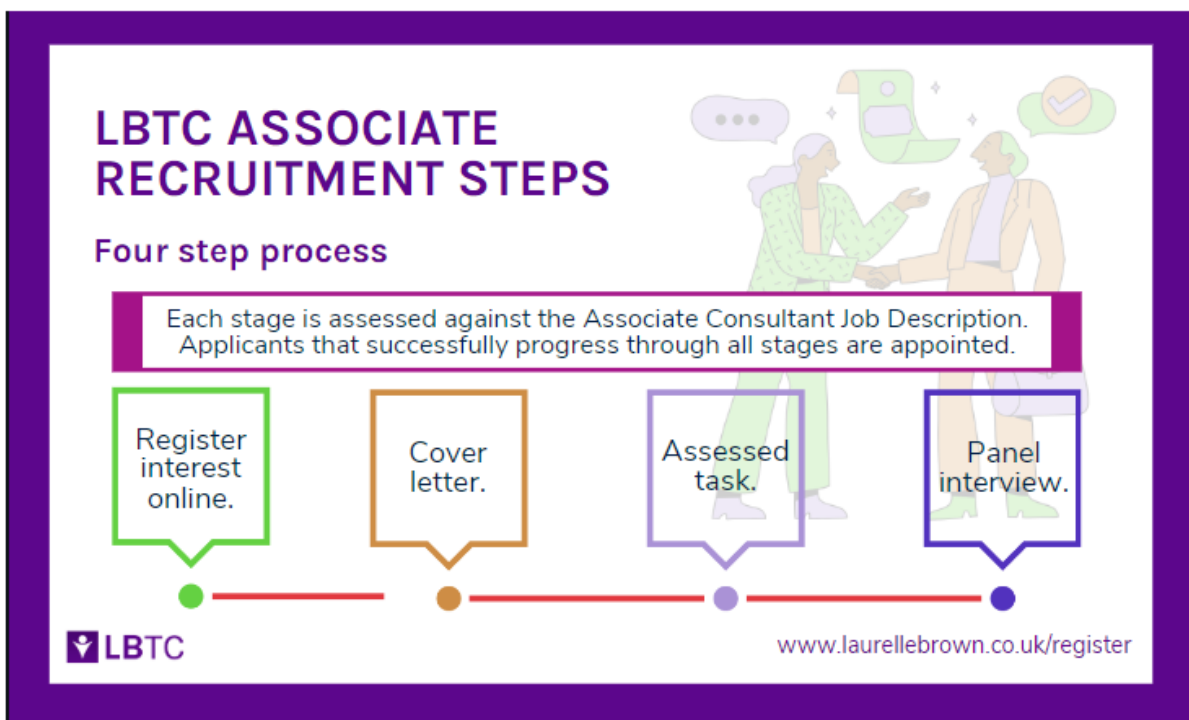
- Proven ability to lead and facilitate quantitative or qualitative research, competently using a range of research and analysis tools
- Familiarity with various research methodologies and tools.
- Experience in designing and implementing research and evaluation methods for complex, systems-level projects.
- Excellent analytical, written, and presentation capabilities.
- Strong interpersonal, communication, and problem-solving skills.
- Demonstrable experience in advocating for racialised and marginalised groups.
- Strong understanding of racism, structural inequalities, anti-racism, intersectionality, and systems thinking.
- Proficiency in IT skills and research tools.
- Strong time management and organisational skills.
- Ability to lead and work within a team effectively.
- Strong written and oral communication skills, tailoring messages to diverse audiences in plain English. Effectively translate and present complex information to diverse audiences.
- Commitment to LBTC's mission, vision, and values.

Although freelance, our small pool of Associates are treated like one of the team. We value ideas and impact over hierarchy and barriers. We value people over titles. We value partnership over competition.

Interested?

Please register your interest at www.laurellebrown.co.uk/register. We will be in touch soon.

Below is an outline of the associate recruitment process for information:



If you have any queries about the recruitment process, please email: ops@laurellebrown.co.uk.