

# Job Description & Person Specification

Academic and Research roles

## JOB DESCRIPTION

<b>Job title</b>	Research Assistant: Gaelic Medium Education: a career advantage for school leavers in Scotland?
<b>School/Department</b>	Education and Social Sciences
<b>Division</b> (if applicable)	Social Sciences
<b>Programme</b> (if applicable)	
<b>Location</b>	Remote/Paisley (hybrid working and travel will be required)
<b>Reporting to</b>	Dr Emma Bolger
<b>UWS grade</b>	Ac 1.1
<b>FTE</b>	0.2 (Fixed term, June to December 2025)

### Job summary

<p>Gaelic Medium Education (GME) is immersive Gaelic-language state education, available to children in Scotland.</p> <p>The number of pupils progressing through immersive Gaelic Medium Education (GME) in Scotland has increased significantly, alongside investment in the provision across Scotland and the introduction of statutory provision. There is no contemporary data on the perceived and/or actual value of GME on career outcomes for school-leavers from the perspective of senior phase pupils in GME or young adults who have been through senior phase GME.</p> <p>This research project will explore senior phase (S4-S6) pupils' perceptions of the career benefits of GME and the impact of GME on early career decisions of GME school leavers aged 17-25</p> <p>The Principal Investigator (PI) is Dr Emma Bolger, Senior Lecturer in Career Guidance and Development, who can be contacted with any specific queries relating to the post.</p>
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### People & finance responsibilities

<b>People</b>	•
<b>Finance</b>	•

### Key activities

<p>The Research Assistant will support the PI with the following tasks:</p> <ul style="list-style-type: none"> <li>• writing a literature review, and its translation into Gaelic/English</li> <li>• ethics application</li> <li>• data collection, in Gaelic</li> <li>• data analysis</li> </ul>
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- a final report and other relevant dissemination tools, and their translation into Gaelic/English

A pre-determined mixed methods approach has been proposed for the research project. The project incorporates qualitative face to face focus group interviews conducted with senior phase (S4-6) pupils in GME in several local authorities and a self-administered online survey.

The research assistant will be required to recruit to and conduct these Gaelic-language focus groups and co-design and recruit participants to surveys. For the focus groups, the proposed locations are Glaschu, Dùn Èideann, Inbhir Nis, Comhairle nan Eilean Siar. Travel time and costs will be incorporated in the job role. The role will require an average of 1 day per week throughout the contract period, but the working days may be undertaken in blocks in line with the role requirements.

## Job scope

<b>Planning and organising</b>	Plan and conduct assigned research tasks individually or jointly in line with the project aim, objectives and research questions.
<b>Decision making</b>	Work independently as appropriate, particularly when conducting focus groups away from the university.
<b>Working relationships</b>	Work directly with the PI and in collaboration with external stakeholders including, but not limited to: Bòrd na Gàidhlig; Education Scotland; Skills Development Scotland; school and other local authority staff.

## PERSON SPECIFICATION

### Qualifications

			<b>Evidence</b> A = Application I = Interview
<b>Essential</b>	QE1 QE2	An undergraduate or postgraduate degree in a relevant subject (e.g. social sciences, education, psychology, research methods)	A
<b>Desirable</b>	QD1 QD2	A recognised qualification in a career guidance and development	A

### Experience

			<b>Evidence</b> A = Application I = Interview
<b>Essential</b>	EE1 EE2	Mixed methods research experience  Report writing and other presentation skills  Experience of leading focus groups	A / I
<b>Desirable</b>	ED1 ED2	Experience of conducting research through the medium of Gaelic.	A/I

		Experience of Gaelic medium education as a pupil or staff member.	A/I
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## Skills

			<b>Evidence</b> A = Application I = Interview
<b>Essential</b>	<b>SE1</b>	Fluent Gaelic Speaker	A/I
	<b>SE2</b>	Ability to write to meet the needs of stakeholders from both professional and academic backgrounds	A/I
<b>Desirable</b>	<b>SD1</b>	Excellent interpersonal skills including one to one interview skills	A/I
	<b>SD2</b>	Experience of working with senior partners and stakeholders in a collegiate style	A/I

## Knowledge

			<b>Evidence</b> A = Application I = Interview
<b>Essential</b>	<b>KE1</b>	Knowledge and understanding of Gaelic Medium Education	A/I
	<b>KE2</b>	Understanding of robust ethical conduct in research, particularly in relation to research with young people	A/I
<b>Desirable</b>	<b>KD1</b>	Knowledge of employment resources for Gaelic speakers	A/I
	<b>KD2</b>	Knowledge of equality, diversity and inclusion in employment, education and training	A/I

## Behaviours

			<b>Evidence</b> A = Application I = Interview
<b>Essential</b>	<b>BE1</b>	Ability to travel to locations in the Scottish Highlands and Western Isles to conduct research groups	A/I
	<b>BE2</b>	Willing to obtain a PVG, the cost of which will be met by the university	A
<b>Desirable</b>	<b>BD1</b>	Proven ability to deliver high quality research outputs in a timely and efficient way	A/I
	<b>BD2</b>	Self-motivated with evidence of independent self-directed working	A/I

Created/Updated (mm/yy):