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| **Project:** PhD Student Placement opportunity |
| **Title: Student placement for Anti Racist Systematic Review.**  |
| **Purpose of the Post**The WG has launched the Anti-racism Wales Action Plan (ArWAP)( [Cynllun Gweithredu Cymru Wrth-hiliol | LLYW.CYMRU](https://www.llyw.cymru/cynllun-gweithredu-cymru-wrth-hiliol) [Anti-racist Wales Action Plan | GOV.WALES](https://www.gov.wales/anti-racist-wales-action-plan)), in June of 2022. Outlining a visionary path toward crafting an anti-racist Wales by 2030. This groundbreaking plan not only defines the essence of anti-racism but also distinguishes itself as a dynamic blueprint rather than a static strategy. In its first iteration the ArWAP referenced the need for inclusion of climate change and environmental matters for action. Reports on diversity in UK consistently identify that Environment, followed by Farming, Fishing and Forestry professions are the least diverse sectors in the UK. This complete lack of diversity in the sector speaks of deep systemic inequalities and lack of opportunity for people of ethnic minority background to pursue careers in these sectors or even to engage in the public debates of the issues. The purpose of this PhD student placement opportunity with the Welsh Government is to assist in conducting a systematic map/review aimed at assessing the effectiveness of ethnic minorities in community groups, governmental, and non-governmental organizations (NGOs) in the fields of environment, climate change, and rural affairs. This study is crucial in identifying and analysing existing evidence on the roles, contributions, and impacts of ethnic minority groups within these sectors. By focusing on the involvement and effectiveness of these groups, the research will provide valuable insights into how diverse perspectives and experiences influence environmental and rural policies and practices in Wales and beyond.This systematic map/review is integral to the Welsh Government's broader objective of developing an Anti-Racist Action Plan within the environment, climate change, and rural affairs sectors. The research will help identify gaps in the current understanding of ethnic minority contributions, uncover potential barriers to their effective participation, and highlight best practices that have led to successful outcomes. By systematically gathering and analysing evidence the study will contribute to the formulation of strategies and policies that ensure more inclusive and equitable engagement of ethnic minorities in these crucial areas.The placement will provide the PhD student with an opportunity to gain hands experience of undertaking a systematic review and translating that into developing a systems map. It will also provide an opportunity to work closely with the Welsh Government, gaining hands-on experience in policy research and development. The student will engage with a wide range of stakeholders, including policymakers, community leaders, and academics, to ensure that the research is comprehensive and impactful. This collaboration will not only enhance the student’s research skills but also provide valuable insights into the practical application of research findings in the policymaking process.Ultimately, the findings from this systematic map/review will serve as a foundational element in the development of the Anti-Racist Action Plan, ensuring that it is informed by robust evidence and reflects the realities of ethnic minority participation in environmental and rural affairs. The study’s outcomes will help shape policies that promote inclusivity, equity, and sustainability, reinforcing the Welsh Government’s commitment to addressing racial disparities and fostering a more just and resilient society.This work could be developed by a student placement within the Strategic Evidence team. |
| **Details**  |
| **Skills required:** | **Key Skills*** Excellent research skills
* Ability to conduct’ screening’ in Systematic review
* Ability to analyse complex information and data
* Ability to write clearly and concisely
* Ability of presenting technical material in an accessible format
* Presentation skills
* Ability to apply an innovative approach
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| **Outputs:** | As agreed with line manager and in relation to the above priorities |
| **Host Organisation:**  | Welsh Government |
| **Placement Start Date** | ASAP |
| **Development Opportunities** | The placement provides an opportunity to gain insight into the functioning of Welsh Government and evidence-based policy development at the highest level. The post-holder will work in an interesting and diverse team, contributing to the shaping of a future policy direction. The post-holder will be expected to work independently within parameters and guidelines provided by the Welsh Government. Working closely with a wide range of colleagues the successful candidate will build valuable working relationships, broaden their knowledge of public policymaking and enhance their existing transferable skills.The student will join an analytical team managing a diverse evidence-base and delivering technical and advisory support with regards to Biomass cropping. This is an interesting and diverse role, working on a high-profile programme across Welsh Government portfolios which will allow the student to gain a broad knowledge and understanding of Welsh Government policy work. With support from their WG supervisor, the student will be expected to take responsibility for managing and delivery of work commitments during the placement period. |
| **Duration, location, working arrangements and environment:**  | The role will be full-time and is normally based with the policy team in one of Welsh Government’s regional offices. In line with the flexible working policy, the post-holder will be able to work from home, and office working will also be an option.Post-holders will be provided with a laptop to facilitate regular contact with the policy team members and line management, other policy teams and external partners. Due to the remote nature of working, the policy team will ensure that the post-holder is fully supported during the placement and will endeavour to ensure that the placement is as close to the in-team office-based experience as possible.The placement will be for a 3-month period and will focus on delivering the objectives set out in the job specification. The Welsh Government is a bilingual organisation and Welsh language skills are considered an asset to the organisation. We encourage and support staff to use their Welsh language skills during a placement. Start date will be agreed following successful Welsh Government security clearance. |
| **Application criteria** | **Welsh Government can only accept applications to the PhD student placement programme from registered students**. **All applicants must seek approval from their academic supervisor before applying.** |
| **Funding** |
| The placement will be funded by Welsh Government and will match the current UKRI PhD stipend rate, payable in one sum at the beginning of the placement (to minimise financial administration). The payment process aims to compliment PhD student university stipend payment structures, i.e. WG pay the university and the funds are passed-on to the student’s account. To avoid delays to students receiving payments, it is preferable that the student’s PhD stipend is not paused during the placement and that, instead, it continues and that WG reimburse the university for the time the student is not undertaking research. **Please note: We do not pay students directly.** |
| **Contact**  |
| **Name:**  | Contact **Simon Baldwin** (Research & Academic Engagement Manager) via researchplacements@gov.wales The Welsh Government takes the protection of your data seriously. If you contact the Welsh Government then our [**Privacy Notice**](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fgov.wales%2Fabout%2Fwelsh-government-privacy-notice%2F%3Flang%3Den&data=02%7C01%7CCaroline.Fallone%40gov.wales%7C24ae25ebbd28440c42e308d742b5966d%7Ca2cc36c592804ae78887d06dab89216b%7C0%7C0%7C637051219998434627&sdata=Sg3llOKFBLuxSLlQXQlpg%2Bmxb3dMNeR3Sgjw4Z7HQSY%3D&reserved=0) explains how we use your information and the ways in which we protect your privacy. |