

SGSSS-SCOTTISH GOVERNMENT INTERNSHIP SCHEME PROJECTS STARTING May 2021 ONWARDS

Application Deadline: Monday 01 March at 12pm

The Scottish Government is the devolved government for Scotland and has a range of responsibilities that include: the economy, education, health, justice, rural affairs, housing, environment, equal opportunities, consumer advocacy and advice, transport and taxation.

Government social science research aims to provide high quality evidence and advice for Ministers and Scottish Government officials to inform policy development, implementation and evaluation. Analysts in government help generate new ideas and open debate, challenge assumptions, beliefs and attitudes, test policy ideas and develop a deeper understanding of issues as they affect Scotland.

The core functions of researchers in government include:

- the interpretation of evidence and the provision of research based advice
- engaging with the academic and wider research community to bring expert knowledge into the policy making process
- commissioning external research projects
- undertaking research such as reviews of the existing evidence base
- disseminating research findings and encouraging their wider use

There are internships available with social research, economist, statistician or mixed teams. All tend to work alongside each other in 'Analytical Services Divisions' in the Scottish Government.

The Office of the Chief Researcher (OCR) in the Scottish Government is responsible for central co-ordination of this internship scheme.

FURTHER INFORMATION AND HOW TO APPLY

What is an Internship?

An internship is a non-salaried work placement. The SGSSS-Scottish Government Internship Competition gives current SGSSS students (all students registered for a PhD degree in Scotland, however funded) the opportunity to apply to undertake an internship within an external organisation.

Please note that these internships present opportunities to work outside the topic area of a student's PhD to develop a range of transferable skills, enhance employability and provide the experience of working within a public sector organisation. Please do not apply if you are only seeking to have experience in your own PhD topic. You are better to organise your own internship in this case.

Working arrangements

All internships are on a full-time working basis for **three months** (13 weeks). A monthly stipend equivalent to the ESRC standard maintenance stipend will be paid to students on internships.

All internships will be based in core Scottish Government Directorates or their agencies and during this period of Covid-19 when Scottish Government buildings are closed [would be homeworking based with Scottish Government provided laptops](#). Please see the separate SGSSS “Additional Information” document on the SGSSS GradHub which provides guidance on travel and accommodation reimbursement.

Successful applicants and their University supervisor will be asked to sign an agreement document prior to commencing their internship, covering administrative details such as procedures for annual leave, etc.

Eligibility

All SGSSS postgraduate students registered for a PhD in Scotland (however funded) are invited to apply for the projects described below provided they:

- meet civil service nationality criteria (see below for further details);
- are undertaking their PhD in a social science discipline¹;
- are in the second or third year of their PhD;
- are, at the time of application, in full time study (or part time but able to commit to a full-time internship).

The internships should start no earlier than **May 2021**. If successful all students will take an interruption of studies so that they are not eligible for fees during the internship. Research supervisors need to give permission for students to apply for these opportunities. Successful applicants will receive the equivalent of a standard ESRC maintenance stipend for the three months while on internship.

All provisionally selected candidates will be required to undergo pre-employment checks as a condition of taking up the Internship. This requires having a valid Disclosure Certificate. Obtaining a Disclosure Certificate can take several weeks. Successful candidates should apply for a certificate as soon as possible. The cost of a certificate can later be claimed back via the SG Internship Scheme Manager once you commence your placement.

In order to work for the civil service, including as part of an internship, an individual must meet **nationality criteria** set out in the Civil Service Nationality Rules. Detailed guidance is available on the Civil Service web pages at: <https://www.gov.uk/government/publications/nationality-rules>. All applicants must ensure that they can meet these criteria in order to be eligible to undertake internships with the Scottish Government. Please clearly state your nationality/dual nationality on the application form.

Unfortunately, due to the nature of the scheme and UKBA regulations, students on a Tier 2 or a Tier 4 visa are not eligible to apply for internships. It is unclear how Brexit might affect new Scottish Government ‘employees’ such as SGSSS interns.

How to apply

Applicants should submit an [online application form](#) available on the SGSSS website, which includes space for a statement of support from your principal supervisor, along with a **two-page CV**.

The deadline for applications is **12pm on Monday 01 March 2021**.

Applicants are free to apply **for up to four preferred project choices** with the Scottish Government, and it is helpful to rank them in order of preference. Students may also apply for inclusion in a ‘**pool**’ if they wish to be considered for other unfilled advertised projects or others which may later arise in any area of the Scottish Government, to maximise chances of obtaining an

¹ Please check the SGSSS website for [Pathway information](#) which specifies the disciplines we cover. Students studying on health pathway can apply even if funded by MRC/CSO as health is one of our interdisciplinary pathways

internship. Including as much information as possible about their social science skills set will help to match those students unsuccessful with their initial choices with possible alternative placements.

You should clearly indicate whether the application is for a specific project and/or for inclusion in the general pool. Although you can apply for more than one internship, candidates can only undertake one internship. Past SGSSS interns may still be eligible to undertake a further internship.

Potential applicants are strongly encouraged to discuss their applications and areas of interest by telephone with the Scottish Government contact (listed under each internship) in advance of submitting their application. If there are questions about the scheme as a whole please contact the Scottish Government mailbox (Enquiries.SG-SGSSS.interns@gov.scot) or the team at SGSSS (details below).

Students are encouraged to carefully consider the information requested in the application form and pay particular attention to setting out their expertise in particular research methods to address the desired skills listed. Applicants are usually not required to have academic experience in the policy area of the internship unless specified in the project description. As stated above, SGSSS strongly encourages students to choose opportunities to work *outside* the area of their PhD topic in order to gain wider experience.

Selection process

Interns will be selected by the SGSSS on the basis of their written application. An informal telephone discussion with applicants may also be held before final allocation of internships. It can take some time to work with the Scottish Government hosts to place applicants so we may not be in touch for approximately 4 weeks after the deadline. Sometimes the SGSSS will inform you of the success of your application and sometimes the Scottish Government host will contact you to offer you a place or to seek further information from you. If you have not heard back from us within 6 weeks of the deadline then please contact Enquiries.SG-SGSSS.interns@gov.scot.

Additional information

The Scottish Government Internship Scheme Manager (about to change), Office of the Chief Researcher email Enquiries.SG-SGSSS.interns@gov.scot (0131-244-1624) and the SGSSS contact is through email team@sgsss.ac.uk.

For more information about analytical services in the Scottish Government see:

<http://www.gov.scot/Topics/Economy>

<http://www.gov.scot/Topics/Statistics/About/Statistics-in-Scotland>

<http://www.gov.scot/Topics/Research/About/Social-Research>

See also the UK Government sites for the analytical professions: [Government Economic Service](#), [Government Statistical Service](#) and [Government Social Research](#).

Reporting Requirements

Once the internship has finished, students are required to complete for the SGSSS (within 2 weeks) an End of Internship web based Report outlining the project in which they were involved and providing feedback on their experience of working in the Scottish Government. We also expect that interns are willing to take up opportunities to speak to other students about their experience e.g. at the SGSSS Summer School.

THE INTERNSHIPS

There are 39 advertised internship projects available, in addition to the 'pool'. See table below.

No.	Host Area	Project Title	Project Contact
	Any	Analyst Pool	OCR mailbox
R13-01	Communities	Scottish House Condition Survey Social Data	Ailie Clarkson
R13-02	Const & ExA	Elections	Gill Cruickshank
R13-03	Const & ExA	Exploring the Arctic policy environment: Opportunities for Scotland	Francesco Bertoldi/ Eva Kleinert
R13-04	Const & ExA	International Data	Martin McDermott / Eva Kleinert
R13-05	Const & ExA	Making Sense of Brexit	Christopher Reynish/ Eva Kleinert
R13-06	Const & ExA	Modelling Economic Impact in International Development	Estelle Jones/ Eva Kleinert
R13-07	Const & ExA	Population and Demographic Change Intern	Liam Kearney / Sophie Ellison
R13-08	Const & ExA	Population and Migration	Olivia Pires/ Sophie Ellison
R13-09	Corporate AS	Scottish Government staff insights research	Cheryl Bailey
R13-10	Digital	Data Standards	Shona Nicol
R13-11	Economy	Engaging citizens in transitioning Scotland's buildings to net zero emissions	Emily Creamer
R13-12	Economy	Researching Scotland's Climate Assembly (A)	Nadine Andrews
R13-13	Economy	Researching Scotland's Climate Assembly (B)	Nadine Andrews
R13-14	Education	Analysis of statistical data on pupils with Additional Support Needs	Huw Landrock
R13-15	Education	Analysis of university research excellence, and its drivers, in countries of key relevance to Scotland's international research collaborations	Hazel Dalgard/ Susan Anton
R13-16	Education	Child Mental Health and Wellbeing – Realigning Children's Services	Franca MacLeod
R13-17	Health	Addressing Persistent Health Inequalities in and through Primary Care	Fiona MacDonald
R13-18	Health	Developing the evidence base for Primary Care in Scotland	Emma Milburn / Steven Mackie
R13-19	Health	International evidence review of interventions to address the health needs of people in prison	Ian MacNeill
R13-20	Health	Literature Review of Women's Mental Health in the Perinatal Period and of Infants' Mental Health	Katy Lister
R13-21	Health	Impact of Psychological Trauma on Relationships As a Result of Covid-19	Ruth Christie
R13-22	Justice	Improving Family court process and supporting Children's Rights	Debbie Headrick
R13-23	Justice	Public understanding of Restorative Justice	Ella Edginton
R13-24	Justice	Reducing Scotland's prison population: Maximising the use of prison release mechanisms	Catherine Bisset
R13-25	Justice	Veterans- improving the evidence base	Hannah Davidson
R13-26	Local Govt	Third Sector/Volunteering Research Internship	Liz Ravalde
R13-27	Marine	Career Progression in Fishing	Kay Barclay
R13-28	Marine	Understanding Marine Cultural Ecosystem Services	Kay Barclay
R13-29	OCR	Deliberative Democracy in action: Researching Scotland's first national Citizens' Assembly	Evelyn Bowes
R13-30	PSO	How is Scotland performing?	Rory Morrison
R13-31	PSO	Strategic Insights Unit	Aileen McIntosh
R13-32	Rural	Developing an integrated approach to pro-environmental behaviour change	Gita Anand
R13-33	Rural	Improving Ecological Connectivity in Scottish Agriculture	Gita Anand
R13-34	Rural	Our Islands and COVID-19: Understanding the impact of the pandemic on the National Island Plan's Strategic Objectives	Stephanie Weir/ Nicola Crook
R13-35	Rural	Rural Communities Research and Statistics user evaluation	Emma McCallum
R13-36	Transport	Assessing Transport Trends during COVID-19 Pandemic	Suzanne Motherwell

R13-37	Transport	How do we evaluate rail projects?	Suzanne Motherwell
R13-38	Communities	Scottish Household Survey: developing data dissemination	Alison Stout
R13-39	Local Gov	Asylum and Refugee Integration Policy in Scotland	Eilidh Currie

ANALYTICAL POOL APPLICATION

Internship: Analyst Pool Applications

Policy Context:

The Scottish Government is always in the position of having to respond to changing demands and emerging events. As a result it is frequently the case that new opportunities for internships arise between the time when the call for projects closes and the appointment of interns. It is not possible to advertise these opportunities, but as and when they arise we like to be able to place interns into these exciting or fast-moving areas.

Project details:

Interns who are prepared to apply for the pool in addition to specific advertised projects (where they may be unsuccessful) can be offered placements and projects in any area of the Scottish Government for which their skill set is relevant. Some of these may include unfilled projects that have been advertised in the general advertisement, but others may be new or substantially changed projects where new demands for analysis are only beginning to be identified.

The intern will usually supported by a senior social researcher and/or economic advisor who will help and guide with project planning and management.

There will be opportunities for the intern to present their work within the Scottish Government if desired.

Skills required:

For pool placements we will look to match skills interns have identified with new placement opportunities. It is therefore really important that interns explain what their core skills are – whether those skills are qualitative/quantitative and/or economic or social. On top of that we will always need people who are/have:

- Strong organisational skills and self-motivated
- Excellent communication skills
- Critical thinking/analysis

Timing:

The timing of the internship will be agreed with the successful applicant.

Queries:

SG Analytical Sponsor: co-ordinated by the Office of the Chief Researcher

Enquiries to email: Enquiries.SG-SGSSS.interns@gov.scot

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Internship 01: Scottish House Condition Survey Social Data

Policy Context:

The Scottish House Condition Survey is the largest single housing research project in Scotland, and the only national survey to look at the physical condition of Scotland's homes as well as the experiences of householders. It consists of an interview with householders and a physical inspection of the dwelling they occupy, which provides a picture of Scotland's occupied housing stock. It covers all types of households and dwellings across the country – whether owned or rented, flats or houses. The physical data about the dwelling is recorded by surveyors trained to collect detailed information on housing characteristics. This is combined with information about the household collected through the face to face interview, covering a range of topics such as household characteristics, tenure, neighbourhood satisfaction, dwelling satisfaction, health status and income. The result is a unique and powerful dataset for examining the condition and characteristics of Scotland's housing stock alongside the views and experience of people living in those dwellings.

Project details

During 2020, the survey was paused as a result of Covid-19. As a result we are seeking to undertake further and more detailed analysis of existing survey data from earlier years. In particular we would like to further analyse elements of the social interview including, where possible, some comparisons to surveyed elements. This will be used to provide added value analysis for policy as well as to determine whether any of the questions can be amended or dropped to strengthen the survey in future years.

The precise details of the social data to be analysed in this project are still to be decided but may include repairs and maintenance and energy efficiency questions. This would be an opportunity to shape new analysis of SHCS data.

The intern will be working in the Scottish Government's Fuel Poverty and House Condition Analysis Team, a small unit of statisticians based in Victoria Quay, Edinburgh EH6 6QQ (though currently working remotely).

Skills required

Essential:

- Strong quantitative analysis and statistical skills.
- Experience in SPSS / R
- Strong communication skills in writing reports and presenting findings
- Good time management and ability to plan own workload

Desirable:

- Knowledge of house condition / energy efficiency issues.
- Experience of working with large scale social surveys.

Timing

The timing of the internship is flexible and will be agreed with the successful applicant.

Queries:

SG Analytical Sponsor: Ailie Clarkson

Enquiries to email: Ailie.Clarkson@gov.scot

Telephone: 0131 244 4607

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Internship 02: Elections

Policy Context

The Scottish Government's Elections and FoI Division is within DG Constitution and External Affairs, and leads the development and implementation of policy on elections and FoI, and promoting democratic participation in Scotland.

This internship provides an opportunity to work within the Constitution and External Affairs Analysis team, which provides research and analytical support to the Elections and FoI Division, as well as other policy areas across DG Constitution and External Affairs.

Project details

At the time of advertising, the precise nature and subject of the internship project is yet to be decided, but it is likely to include analysis related to: democratic engagement, diversity of elected representatives (and candidates); accessibility of voting; and, elections in the context of COVID-19

Tasks are likely to include:

- Sourcing and analysing existing national and international information and evidence
- Literature reviews
- Analysing and reporting quantitative data
- Producing summary briefing papers
- Presenting findings orally

Skills required

- Strong qualitative and quantitative research and analytical skills: ability to assess, analyse and synthesise data, research and other information from a range of sources
- Good written and oral communications skills: ability to engage with a range of policy contexts, and to write and present reports / briefings for a non-academic audience.
- Ability to work flexibly in a multi-disciplinary team in a government environment at pace
- Ability to manage a number of tasks at the same time and plan work to meet deadlines

Timing

The timing of the internship will be agreed with the successful applicant.

Location

The internship would normally be based with the team in St Andrew's House in Edinburgh. Depending on the Covid-19 restrictions in place at the time, the successful intern may be required to work from home for some or all of the duration of the internship.

Queries: For any queries about this internship please contact:

SG Analytical Sponsor: Gill Cruickshank

Enquiries to email: gillian.cruickshank@gov.scot

Telephone: 0131 244 3786 (07973 949 256)

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Internship 03: Exploring the Arctic policy environment: Opportunities for Scotland

Policy Context:

In September 2019, the Scottish Government published Arctic Connections, Scotland's first Arctic policy framework. The document captures existing Scottish-Arctic links and reflects on the challenges that Scotland shares with Arctic countries, especially those stemming from rurality and low population density. The policy framework encompasses a substantial number of policy areas – from connectivity and mental health, to indigenous languages and renewable energy. It encourages greater cooperation and knowledge exchange with a view to developing joint solutions to common challenges and increasing the wellbeing of local communities.

The Scottish Government's Nordic and Arctic Unit, recently established within the Directorate for External Affairs, is responsible for the implementation of the policy framework and the delivery of the commitments made in the document. The Unit aims to identify opportunities for greater Scottish-Arctic collaboration, promoting Scottish expertise internationally while capturing lessons that can be applied domestically.

Project details

Over the last few months, several countries – including Canada, Sweden and Norway – have refreshed their Arctic strategies, setting their policy priorities in terms of both domestic activity and international collaboration. Other Governments are expected to do the same in the first half of 2021. These publications increase further the substantial number of strategies, policy frameworks and white papers on the High North released by both Arctic and non-Arctic countries over the course of the last few years.

The project will be aimed at developing a systematic and comprehensive review of existing Arctic strategies and policy frameworks. The successful candidate will collect and examine documents published by both national governments (both European and non-European) and international organisations (such as the European Commission). They will summarise each document – identifying key themes and policy commitments – before developing an overarching analysis and comparison that draws out continuity and divergences in Arctic policy internationally.

Drawing from the themes of Arctic Connections, the project will map opportunities for the Scottish Government – including its external network of offices – to pursue collaborations with international stakeholders and deliver on the commitments made in the framework.

The project will also create opportunities for engagement with the University of the Arctic and Scottish academic institutions that are members of the UArctic network.

The successful candidate will join the Directorate for External Affairs' Nordic and Arctic Unit. The Unit is formally based in Victoria Quay, Edinburgh. However, remote and/or home working will be allowed. Colleagues are currently working from home due to COVID-19.

Skills required

Essential

- Analysis and use of evidence – Gathering, examining and distilling a wide range of evidence from within and outside government
- Strong communication and engagement skills – To understand and clarify the requirements of colleagues, to source relevant information efficiently and to be able to write concise reports and briefing papers for a non-academic audience.
- Qualitative analysis skills (coding)

- Good range of IT skills

Desirable

- An interest in Arctic affairs, policy issues in Scotland and the Arctic policy environment
- Project management

Timing

From May 2021.

Queries:

SG Policy Team: Francesco Bertoldi

Enquiries to email: Francesco.bertoldi@gov.scot

SG Analytical Sponsor: Dr Eva Kleinert

Enquiries to email: Eva.Kleinert@gov.scot

Telephone: 0141 244 8146

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Internship 04: International Data

Policy Context:

The Constitution and External Affairs Analysis (CEAA) team invites expressions of interest from students with an interest in applying their social science knowledge and experience to support analytical projects related to External Affairs and International policy.

You will be hosted by the CEAA team, which provides a range of analytical support and advice to a number of Directorates, including those of EU Exit and Transition, Constitution and Cabinet, and External Affairs. As such this internship offers an opportunity to be based within the strategic centre of the Scottish Government. As well as longer term programmes of work, the CEAA team is also responsive to emergent priorities. We often need to turn around pieces of work within a short time scale, and produce outputs for senior individuals and groups within the Scottish Government.

There are currently six permanent members of staff in CEAA team with varied skills and experience in the analytical professions of economics, statistics and social research. You will be based within a supportive and collegiate team environment, and will also join a network of other interns across the Scottish Government.

While the internship is hosted by the CEAA team, it is dedicated to supporting the work of the Directorate for External Affairs International Strategy division. The External Affairs Directorate engages at home and internationally to enhance Scotland's reputation abroad and to pursue interests overseas, while the International Strategy division supports a range of international policy priorities. The internship will work closely with the Scottish Government External network of offices, and our overseas partners to collate a resource of data and evidence sources. This will contribute to a wide range of evidence requirements and help Scottish Government better understand the international environment it seeks to influence.

Project details

The internship aims to develop an accessible data resource that will allow Scottish Government, its External network offices and our international partners to scan and assess the range of relevant performance and evaluation data.

While there are currently 8 External offices (China, US, Canada, Paris, Berlin, Brussels, London and Dublin), the project aims to assess the demand and requirement, and design a prototype for a number of these locations. Subject to testing and evaluation, the design may then be applied to the full range of priority locations. The project will require the intern to work closely with policy and analytical colleagues to specify the requirement, and then assess the data to meet that requirement, with a view to longer term utility. Whether the output is a 'dashboard' or another format of data resource is yet to be determined.

The successful intern will be based in Edinburgh, although current COVID-19 restrictions mean all staff are currently working from home. Should there be a return to office buildings, the following will apply: while the CEAA team are based in St Andrews House, it is most likely that this internship will be located with the International strategy team in Victoria Quay in Leith.

Skills required

Essential

- Analysis and use of evidence: gathering and distillation of wide range of evidence from within and outside government
- Quantitative analytical skills and the ability to design and populate data resources that allow access to a range of data sources (e.g. dashboard or alternative ‘data banks’)
- Flexibility, and ability to respond quickly to various requests, which sometimes require further work to define
- Written and oral communications skills – to understand the requirements of Ministers and colleagues, to source relevant information efficiently, and to be able to explain complex issues clearly and credibly
- Good range of IT skills

Desirable

- An interest in political issues in Scotland, the UK and internationally
- Graphic communications and infographics skills
- Project management

Timing

The timing of the internship will be agreed with the successful applicant, but ideally would cover the April to July 2021 period.

Queries:

SG Policy Team: Martin McDermott

Enquires to email: Martin.McDermott@fco.gov.uk

SG Analytical Sponsor: Eva Kleinert

Enquiries to email: eva.kleinert@gov.scot

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Internship 05: Making Sense of Brexit

Policy Context:

The 11 month post-Brexit transition period has come to an end and concluded with a deal between the United Kingdom and the European Union. Brexit has been a complex, contentious and constantly changing policy area, and the UK, and Scotland's, future relationship with the EU will continue in this pattern for an unknown length of time. It is essential that the Scottish Government continues to scrutinise and analyse the impact the deal has on Scotland.

Project details

This project will place you at the heart of the Scottish Government, in a dynamic and cross cutting team, whose remit includes understanding the latest EU and Brexit developments, and briefing colleagues and Ministers.

At this stage, because of the uncertainties in this policy area we need to remain flexible about exactly what the work will involve. However, it could include:

- Contributing to an in-depth look into academic papers and analyses of issues relating to Scotland's future relationship with the EU. This includes contributing to an analysis of models that predict any impact Brexit will have in the long-run, but also an analysis of already occurring impacts Scotland is witnessing.
- Contributing to short sharp briefings on topical issues for colleagues and possibly Ministers, which help explain and make sense of what is happening.
- A rounded experience of and getting involved in a variety of tasks supporting the work of the team, perhaps helping support Ministers taking part in parliamentary and other events, or contributing to responding to enquiries from members of the public.

Underpinning this will be a requirement to maintain a high standard of current awareness of the key EU/Brexit issues of the day.

Since the beginning of the Covid-19 pandemic, working from home is the norm for Scottish Government staff. The successful intern will therefore most likely work from home. Should guideline change before the start of the internship, then the intern will be based in Edinburgh, most likely at the Scottish Government building in Victoria Quay in Leith. You will be working in the EU Intelligence and Analysis unit, which itself is part of the EU Strategy and Negotiations team in the EU Directorate, and with the International Futures Unit, which is part of the Directorate for External Affairs. You will receive analytical support from the Constitutional and External Affairs Analysis Unit.

Skills required

Essential

- Analysis and use of evidence: gathering and distillation of wide range of evidence from within and outside government, and preparation of understandable briefings
- Flexibility, and ability to respond quickly to various requests, which sometimes require further work to define
- Written and oral communications skills – to understand the requirements of Ministers and colleagues, to source relevant information efficiently, and to be able to explain complex issues clearly and credibly

Desirable

- An interest in political issues in Scotland, the UK and/or the EU

Timing

The timing of the internship will be agreed with the successful applicant.

Queries:

SG Policy Team: Christopher Reynish

Enquiries to email: Christopher.reynish@gov.scot

SG Analytical Sponsor: Dr Eva Kleinert

Enquiries to email: eva.kleinert@gov.scot

Telephone: 0734 209 4222

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Internship 06: Modelling Economic Impact in International Development

Policy Context: International development is a key part of Scotland's global contribution within the international community. It encompasses our core values, historical and contemporary, of fairness and equality. It is about Scotland acting as a good global citizen. We have a distinctive development contribution to make, through focusing Scotland's expertise, being innovative and employing our unique partnership approach, for global good.

We invest around £10 million per year on international development programmes in Malawi, Zambia, Rwanda and Pakistan. We have recently undertaken a review and refresh of our approach, in light of Covid-19 and the Black Lives Matter movement, which is informing how we shape our international development programme moving forward. As part of this we require analytical support to inform our work, so we are better able to demonstrate the impact that we are having from the investments that we are making. This is an exciting opportunity, at a critical time, to join the Scottish Government's international development team.

Project details: The Scottish Government invests ~£10 million a year on international development programmes in Malawi, Zambia and Rwanda. This spend supports a diverse range of projects across a diverse range of sectors. In its simplest form this spend consists of: 1) funding development projects directly in-country; 2) funding peer-to-peer projects to support capacity building within key institutions to better deliver on public services; 3) funding networking organisations to build partnerships and collaborations between Scotland and partner countries, and; 4) funding investments to build new business opportunities in partner countries.

Each type of spend has different multiplier effects in partner countries: from direct spend in partner country's economies and creating jobs; attracting additional investment into partner countries' business; spend reaching parts of the economy that traditionally 'fail' to attract investment, therefore creating additional / hard to model impacts, and; by building capacity in institutions to better support society which has indirect saving to the partner country's public purse (e.g. improved policing resulting in lower crime rates and efficiency saving across the justice system).

We are aware of the methodological and data collection challenges in modelling economic impacts of funding within development and how this can be reliability modelled to estimate impact and value of money. Therefore we would like to undertake a literature review to profile different approaches, assessing feasibility and the external validity of economic modelling, and develop a framework to better evidence the economic impacts that we could be having.

This project will be based in the International Development policy team with support from the analytical professions – social and economic. This internship will also have the opportunity to collaborate with a range of other development funders who work on modelling economic impacts, therefore this presents a very exciting opportunity for someone interested in this field of study.

Given the current pandemic we expect this work to be based from home. The successful candidate will be expected to join meetings and work with stakeholders via digital platforms. Should restrictions ease we are happy to discussing different working arrangements.

Skills required

The candidate will be able to demonstrate a strong understanding of economic theory and have a familiarity with multiplier effects, ideally in a development context. The candidate will need to be skilled in communicating economic techniques to non-economic audiences, who are the primary customer as well as to technical experts, who will be supporting the research. The internship will have the support of economic and social research professionals within the government's analytical services.

Timing

We would like this work to commence from May 2021.

Queries:

SG Policy Team: Estelle Jones

Enquires to email: estelle.jones@gov.scot

SG Analytical Sponsor: Dr Eva Kleinert

Enquiries to email: Eva.Kleinert@gov.scot

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Internship 07: Population and Demographic Change Intern

Policy Context:

The Population and Migration Division sits in the Directorate for External Affairs and works on a number of high profile and priority policy issues. It comprises three policy teams: the Population team, the Migration Strategy team, the Free Movement and Citizens' Rights team.

In Spring 2021, The Population Team will publish the first product of the cross-cutting Ministerial Population Task Force. The Taskforce, established in 2019, is chaired by the Cabinet Secretary for Economy, Fair Work and Culture. Its remit is to establish a programme of current and new activity to deliver a cohesive approach to population policy for Scotland. See: [Population Taskforce: terms of reference - gov.scot \(www.gov.scot\)](https://www.gov.scot/Information/About-Us/Ministerial-Taskforces/Population-Taskforce-terms-of-reference)

The upcoming paper will set out the opportunities and challenges of Scotland's changing population, drawing together existing work across the Scottish Government, and framing the context of Scotland's demographic challenges ahead. The work highlights such trends as falling fertility rates, population ageing, uncertainty over the future of migration, and intra-Scotland population balance (i.e. population decline in certain areas vs. overheating in others).

Project details

This internship offers an exciting opportunity for an intern to join the Population Team in the Directorate for External Affairs. Over the three months in post, the intern will gain valuable experience working in a fascinating and deeply cross-cutting policy area, with high ministerial interest.

Day to day, the intern will likely be working on projects which support the development of an evidence-base which will subsequently inform the Scottish Government's approach to address long term population changes.

Tasks could include:

- Producing literature reviews on key population workstreams as identified by the Task Force;
- Synthesising and analysing international and Scotland-level evidence; contributing to highlighting evidence gaps; and framing future research questions within workstreams;
- Supporting coalition-building across national and local government around the issue of long-term demographic change.
- Producing accessible summary briefing papers for senior stakeholders (including the Ministerial Taskforce and the Population Programme Board of Directors).
- Presenting findings orally

You will get the chance to work closely with the Population and Migration policy teams, but will also be supported by - and get the opportunity to work alongside - the Constitutional and External Affairs Analysis Unit who work at the strategic centre of the Scottish Government, providing analytical input on Population and Migration policy, as well as on a range of other policy areas.

Current COVID-19 restrictions mean all staff in the Migration and Population Division are working from home. Should this still be the case upon appointment, the internship will be hosted remotely. Should there be a return to office buildings, the intern will have the choice to be based in either Edinburgh (Victoria Quay) or Glasgow (Atlantic Quay), as members of the Population Team are based in both locations.

Skills required

Strong analytical skills: ability to assess, analyse and synthesise data, research and other information from a range of sources.

Conducting literature reviews: experience in assessing, reviewing and summarising literature.

Communication: writing concise reports and briefing papers for a non-academic audience; good oral presentation skills.

Adaptability and flexibility: ability to respond flexibly to changing priorities and fit into an office and government environment and fast pace way of working.

Timing

We are looking for the internship to begin in June 2021, and no later than July.

Queries:

SG Policy Team: Liam Kearney

Enquiries to email: liam.kearney@gov.scot

SG Analytical Sponsor: Sophie Ellison

Enquiries to email: Sophie.Ellison@gov.scot

Telephone: 0131 244 2566

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Internship 08: Population and Migration

Policy Context:

The Population and Migration Division sits in the Directorate for External Affairs and works on a number of high profile and priority policy issues. It comprises three policy teams: the Migration Strategy team, the Free Movement and Citizens' Rights team, and the Population team (which supports the recently established cross-cutting Ministerial Population Task Force).

While immigration policy remains reserved to the UK Government, the Scottish Government aims to influence change in the UK migration system to ensure that Scotland's needs are met, as far as they can be, within UK policy. The publication "[Migration: Helping Scotland Prosper](#)" sets out the Scottish Government's current position. Scottish Government migration objectives are outlined in the [2020-2021 Programme for Government](#).

Project details

This internship offers the opportunity to provide research and analytical input to support policy development across the Population and Migration Division. When Covid restrictions are lifted the post will be based in Atlantic Quay, Glasgow or Victoria Quay, Edinburgh. Some travel will be required between the two offices and there will be flexibility to work from home part of the week. Until then, the successful candidate will work from home. You will get the chance to work closely with the Population and Migration policy teams, but will also be supported by, and get the opportunity to work alongside the Constitution and External Affairs Analysis team who work at the strategic centre of the Scottish Government, providing analytical input on Population and Migration policy, as well as on a range of other policy areas.

At the time of advertising, the precise nature and subject of the internship project is yet to be decided. As migration is a fast-moving, high profile policy area, it is likely that the internship will involve contributing to a number of different pieces of work. The Scottish Government position is that we have a moral obligation to offer a place of safety to desperate people fleeing conflict and persecution. Therefore potential topics of work *may* include:

- Key asylum and refugee legislation such as the Refugee Convention, Dublin III and other international models;
- Models for safe and regular routes for people to claim asylum in the UK – for example through an expanded resettlement programme, humanitarian visas, and reforming the restrictive family reunion rules by drawing on EU and international examples;
- Potential EU/Scotland cooperation models on asylum and refugee issues;
- Immigration enforcement – reviewing how detention and removals could be carried out more humanely, rights individuals seeking asylum have whilst awaiting the outcome of their claim in the UK; exhausted all asylum claims and next steps.

Tasks are likely to include:

- Sourcing and analysing existing international information and evidence
- Literature reviews
- Interpreting and presenting qualitative and quantitative data
- Producing accessible summary briefing papers in Plain English
- Presenting findings orally

Skills required

Strong analytical skills: ability to assess, analyse and synthesise data, research and other information from a range of sources.

Conducting literature reviews: experience in assessing, reviewing and summarising literature.

Communication: writing concise reports and briefing papers for a non-academic audience; good oral presentation skills.

Adaptability and flexibility: ability to respond flexibly to changing priorities and fit into an office and government environment and fast pace way of working.

Timing

We are looking for the internship to begin as soon as possible, ideally in April 2021, and no later than mid-May 2021.

Queries:

SG Policy Team: Olivia Pires

Enquiries to email: Olivia.pires@gov.scot

SG Analytical Sponsor: Sophie Ellison

Enquiries to email: Sophie.Ellison@gov.scot

Telephone: 0131 244 2566

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Internship 09: Scottish Government staff insights research

Policy Context:

The Corporate Analytical Services team in the Directorate for People provide evidence and analysis to inform organisational decisions on issues related to staff wellbeing, staff engagement, workforce planning, pay negotiations and organisational effectiveness in the Scottish Government (SG). We are a diverse team made up of social researchers, statisticians, operational researchers and HR data analysts. We analyse management information data, manage staff surveys and carry out primary research to inform and evaluate corporate initiatives.

Project details

This placement offers the opportunity to be part of a team responsible for a programme of staff insights research within the Scottish Government. The post holder is likely to be involved in conducting literature reviews, analysing and reporting on data from a range of sources, including the annual Civil Service People Survey covering approximately 500,000 civil servants. The analysis will be used to provide insight into the effectiveness of People Directorate policies, with a particular focus on providing analytical support to inform the Scottish Government's diversity and inclusion strategy. The work will form the basis of detailed briefings for senior leaders on any relevant external evidence, and the experiences of different groups of people in the organisation in terms of their inclusion, fair treatment, wellbeing, discrimination, harassment, bullying, and their levels of engagement. There may also be an opportunity to be involved in some COVID-19 related research in order to understand how the pandemic has affected the way SG staff work, and to inform future ways of working.

The project offers an excellent opportunity to work on a project with significant reach across Government. You will have the opportunity to work with other analysts and policy makers and develop analysis, communication and report-writing skills for a non-academic audience. No previous experience in the substantive topic area is required.

Post location is flexible, and may be carried out remotely depending on current homeworking guidance.

Skills required

- essential – strong interpersonal, oral and written communication skills
- essential – experience of analysing and reporting quantitative and qualitative data
- essential – ability to handle sensitive data appropriately
- desirable – familiarity with a common statistical package (e.g. SPSS/SAS/R)
- desirable – familiarity with qualitative analytical tools and software (e.g. NVivo)

Timing

This internship would ideally start in May 2021, however timing is flexible and will be agreed with the successful applicant.

Queries:

SG Analytical Sponsor: Cheryl Bailey
Enquiries to email: cheryl.bailey@gov.scot

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Internship 10: Data Standards

Policy Context:

A new team has been established to lead on data standards, part of the Scottish Government wider ambition around data. There is significant work underway to systematically use data to create social, economic and environmental value: saving time, money and lives for people and supporting sustainable and inclusive economic growth in Scotland. To achieve this ambition, we need to bring order to our data assets in Scotland through the use of data standards - making data discoverable and useable by people and technology. Driving adoption of those standards and establishing ways of managing and governing this will be essential. The team aims to deliver a programme of change to embed the widespread use of data standards and technologies to improve the quality and interoperability of the core data and information assets across the Scottish public sector. The key areas of the programme are to:

- Consult, develop and implement a public sector wide vision and road map around data standards
- Build communities of technical and non-technical people who will embed the widespread use of data standards across the Scottish public sector
- Develop and implement a range of methodologies to monitor and evaluate the data standard policies and their adoption over time – Data Transformation Framework
- Develop discreet data standard policy areas (this could be around metadata, linked data, unique identifiers, personal identifiers) to build a community including leaders and practitioners, and with them, start to set out a roadmap for adoption

Project details

The exact details will depend on the requirements at the time and the skills of the applicant but the project will be focused on the development of a Data Transformation Framework. The aim of the Framework will be to improve and enable data reuse in the Scottish Public Sector. It will outline realistic and measurable maturity stages – setting out what ‘good data’ looks like and the process by which organisations can improve. It will highlight drivers and associated data activities using data maturity pathways that organisations and agencies can align to their priorities. A core driver for the development of this Framework is to highlight the need for Data Standards, but other categories such as Ethics and Social Responsibility, Skills, Data Management and Data and Design are also central components to its development. Integrating and standardising across these categories will ensure organisations and agencies can develop and embed data in their business activities and improve data reuse. The main areas of focus over the coming year will be:

- Deliver a shared vision for data maturity model and the core elements that support this - working with UK Government
- Provide supporting resources to enable data maturity pathways
- Take a user persona approach

This internship is an opportunity to contribute to the development of the Data Maturity Framework and a unique opportunity to work closely with both policy and analytical professionals supporting a high priority area of work – one of the recommendations in the refreshed Digital Strategy ‘Realising Scotland’s full potential in a Digital World’. The post will be based in the Scottish Government in the Data and Digital Identity Division: Data Standards team located in Victoria Quay in Edinburgh though currently all working from home.

Skills required

Essential:

- Good written and oral communications skills.
- Strong analytical skills – an ability to assess, analyse and synthesise data, research and other information from a range of sources
- Ability to work collaboratively

Desirable

- An ability to work independently and flexibly as part of a team.
- Relevant experience in a data standards area is preferred but not essential

Timing

The timing of the internship will be agreed with the successful applicant

Queries:

SG Analytical Sponsor: Shona Nicol
Enquiries to email: Shona.Nicol@gov.scot
Telephone: 01312447388

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Internship 11: Engaging citizens in transitioning Scotland's buildings to net zero emissions

Policy Context:

Heat in buildings currently accounts for 20% of Scotland's greenhouse gas emissions. To achieve Scotland's climate change commitments, emissions from heating buildings must reduce by 75% by 2030 and reach zero by 2045. This means changing the type of heating used in over 2 million homes and 100,000 non-domestic buildings by 2045.

This nationwide transformation of homes and workplaces can only be achieved with the buy-in and support of individuals, communities and businesses across Scotland. However, there is currently relatively low public awareness of the contribution of fossil fuel heating systems to greenhouse emissions and most households have little interest in switching to low carbon heating options.

It is therefore crucial that the profile of energy efficiency and zero emission heating options is raised, so that people are aware of the benefits and begin being seen as a positive choice. People must also be enabled to actively participate in shaping the development of policy and incentives that facilitate the transition to zero emissions buildings.

Project details

The post will sit within the Energy and Climate Analysis team, working closely with the Heat Strategy Unit on citizen and stakeholder engagement in heat decarbonisation. The intern will support the team in their work on enabling public participation in shaping decisions on how we heat our homes and buildings in the future.

Due to the uncertain and rapidly evolving nature of the COVID-19 pandemic, the specific project scope and objectives will be confirmed nearer the time, when it is clearer what public engagement activities will be possible under the changing public health restrictions. However, it is anticipated that the internship will involve developing, delivering, and reporting lessons from innovative and effective engagement approaches – whether in-person or online. There are several potential areas that the project may address. For example, we know that two key challenges for engaging the public in heat decarbonisation are the costs and the unavoidable disruption of the transition. The internship could contribute to addressing these key issues. In November 2021, the UN Climate Conference (COP26) will be held in Glasgow, and the internship could tap into this as an opportunity for engaging the Scottish public in the role of heat decarbonisation in addressing the global climate emergency. The Scottish Government also has a suite of delivery programmes for heat in buildings and the internship could analyse the public engagement aspects of the programmes and the opportunities for building on these in the future.

Both the Energy and Climate Change Analysis team and the Heat Strategy Unit are currently working from home for the foreseeable future. The intern would be expected to do the same if the situation does not change. Prior to the pandemic, the teams were split across the Scottish Government's Edinburgh and Glasgow sites. If staff have returned to the office, the successful candidate can choose whichever of these locations suits them best.

Skills required

Essential:

- Excellent verbal and interpersonal skills
- Strong written communication skills
- An ability to assess, analyse and synthesise evidence from a range of sources
- Ability to work both independently and collaboratively
- Knowledge of key issues relating to citizen engagement/participation in policymaking in Scotland

Desirable

- Awareness of Scottish Government heat decarbonisation policy
- Knowledge of key stakeholders and relevant citizen networks in Scotland

Timing

The timing of the internship will be agreed with the successful applicant.

Queries:

SG Analytical Sponsor: Emily Creamer, Energy & Climate Change Analysis

Enquiries to email: Emily.Creamer@gov.scot

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Internship 12: Researching Scotland's Climate Assembly

Policy Context:

Scotland's Climate Change Act (2019) committed the Scottish Government to holding a Citizen's Assembly on climate change. A group of around 100 members who are broadly representative of the Scottish population have been recruited, and these members are currently learning about, discussing and making recommendations on the question '*How should Scotland change to tackle the climate emergency in an effective and fair way?*'

The Assembly started in November 2020 and the final weekend is in March 2021. The Assembly members' report is due in May 2020. The Scottish Government is required to respond within 6 months of this report. More information about Scotland's Climate Assembly can be found at <https://www.climateassembly.scot/>

An independent programme of research has been established to assess how well the Assembly has worked, and will help the Scottish Government understand and learn lessons about how best to involve Scottish citizens in discussions about climate change.

This internship is an opportunity to contribute to important analytical work in an emerging field of participatory democracy in the context of climate change. You will be joining a collaborative research team comprising Scottish Government researchers and a researcher from Newcastle University.

2021 is a hugely significant year for climate policy, leading to the major international COP26 in November 2021 held in Glasgow where countries' pledges and progress will be reviewed.

Project details

Working remotely, the intern will work with the Scottish Climate Assembly research team within the Communities Analysis Division conducting analysis of Assembly member survey data, helping design and run a population survey on climate change views and attitudes, analysis of secondary data, and contributing to writing the research report and data visualisations.

Skills required

Essential experience

- Quantitative data analysis using Excel and SPSS
- Survey design
- Collaborative working

Desirable experience

- Knowledge of climate change research
- Qualitative research – data collection and analysis

Timing

The timing of the internship will be agreed with the successful applicant.
Preferred timescale: starting soon as possible from May 2021.

Queries:

SG Analytical Sponsor: Nadine Andrews

Enquiries to email: Nadine.Andrews@gov.scot

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Internship 13: Researching Scotland's Climate Assembly (B)

Policy Context:

Scotland's Climate Change Act (2019) committed the Scottish Government to holding a Citizen's Assembly on climate change. A group of around 100 members who are broadly representative of the Scottish population have been recruited, and these members are currently learning about, discussing and making recommendations on the question *'How should Scotland change to tackle the climate emergency in an effective and fair way?'*

The Assembly started in November 2020 and the final weekend is in March 2021. The Assembly members' report is due in May 2020. The Scottish Government is required to respond within 6 months of this report. More information about Scotland's Climate Assembly can be found at <https://www.climateassembly.scot/>

An independent programme of research has been established to assess how well the Assembly has worked, and will help the Scottish Government understand and learn lessons about how best to involve Scottish citizens in discussions about climate change.

This internship is an opportunity to contribute to important analytical work in an emerging field of participatory democracy in the context of climate change. You will be joining a collaborative research team comprising Scottish Government researchers and a researcher from Newcastle University.

2021 is a hugely significant year for climate policy, leading to the major international COP26 in November 2021 held in Glasgow where countries' pledges and progress will be reviewed.

Project details

Working remotely, the intern will work with the Scottish Climate Assembly research team within the Communities Analysis Division conducting qualitative analysis of Assembly member survey data, helping design and conduct interviews with key stakeholders and Assembly members on their views about the Assembly process, outputs and outcomes, analysis of secondary data, and contributing to writing the research report.

Skills required

Essential experience

- Qualitative data analysis
- Survey and interview design
- Collaborative working

Desirable experience

- Knowledge of climate change research
- Using NVIVO
- Quantitative research – data collection and analysis

Timing

The timing of the internship will be agreed with the successful applicant.
Preferred timescale: starting soon as possible from May 2021.

Queries:

SG Analytical Sponsor: Nadine Andrews
Enquiries to email: Nadine.Andrews@gov.scot

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Internship 14: Analysis of statistical data on pupils with Additional Support Needs

Policy Context:

By law, education authorities must identify, provide and review the additional support needs of their pupils which can arise in the short or long term as a result of the learning environment, family circumstances, health, wellbeing needs or a disability.

A recent independent review into additional support for learning suggested several areas for improvement in how we can best support our children and young people to flourish in their learning and beyond. The Scottish Government and COSLA have worked in partnership to develop a joint Action Plan to implement the review's recommendations.

This project will create a deeper understanding of the data that the Scottish Government holds and collects on pupils with additional support needs and how that data can be used to support the implementation of the Action Plan.

Project details

The intern will work within the Learning Analysis Unit, a small team of statisticians, researchers and economists and will be based at Victoria Quay, Edinburgh (or remotely). The post will also require working with the policy leads on additional support for learning.

In the 2020 pupil census over 32% of pupils in Scottish schools were reported as having an additional support need. The number of pupils identified with ASN has increased markedly since 2010 and there continue to be year on year increases. Data on various aspects of pupils' additional support needs are collected including the type, reason for support and nature of support.

The first stage of the project will be to analyse the details of pupils with additional support needs in the pupil census data, comparing the differences between Scotland's local authorities and the changes seen over time to try and better understand the reasons for the increases in pupils with a reported ASN.

This will result in a report and presentation of the findings for the analytical team and policy colleagues.

The second stage of the project will be to consider the implications of these findings in the context of the recent review and Action Plan, and whether there are any implications for the future collection of data on pupils with additional support needs and their achievements.

Skills required

Essential Skills

- Experience of coding in a statistical package (e.g. SAS, R, SPSS, Stata)
- Analytical skills to identify and communicate trends and patterns in data
- Strong communication skills in writing reports and good oral presentation skills.

Desirable Skills

- Interest/knowledge in education policy or research
- Experience of data analysis and manipulation using SAS or R

Timing

The timing of the internship will be agreed with the successful applicant. Preferred timescale - starting in May or June 2021

Queries:

SG Analytical Sponsor: Huw Landrock
Enquiries to email: Huw.Landrock@gov.scot

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Internship 15: Analysis of university research excellence, and its drivers, in countries of key relevance to Scotland's international research collaborations

Policy Context:

EU Exit has made the future of Scottish university research potentially more global than ever before. Whilst European networks and cooperation through Horizon Europe will continue to underpin the excellence, dynamism, and internationalism of Scottish research, related SG policy approaches may need to look also beyond Europe to strengthen the range of impacts that SG R&I policies have on the National Performance Framework and Sustainable Development Goals.

A more in-depth look at Scotland's existing and potential international research partners outside as well as inside Europe is needed, to evidence and inform any future policy interventions to support our international research collaborations as well as their contribution to wider policy objectives, including on green recovery, climate change and poverty and inequality.

Project details

This project will focus on analysing the strength of university research and knowledge exchange excellence in key countries around the world and the underlying policies and drivers, and should set this in the context of Scotland's position and policies. The researcher can work online, and with flexible hours, given the ongoing pandemic. Their work would contribute to the policy work of the Higher Education & Science Division, particularly the University and Knowledge Exchange Policy Team (main contact: Hazel Dalgård). They would get support from and formally report to Education Analytical Services colleagues (contact tbc due to staff changes). Post-pandemic, they would normally be based in Atlantic Quay, Glasgow.

Essential - The successful candidate would need to be able to identify, analyse and integrate both quantitative and qualitative information. This would include a range of indicator data on R&I performance of emerging and leading countries or regions around the world to identify those that Scotland can learn from and should strengthen its international collaboration with. The focus of this project is on other countries' policies, initiatives and performance to bolster university research and knowledge exchange excellence and collaboration. A report in plain English should be produced that is suitable for non-analytical colleagues and Ministers and which includes a summary of key evidence using innovative infographic tools.

Desirable – This work may include some investigation of existing patterns of research collaboration from Scotland with other countries or regions, including research excellence, although an existing 2019 report from the Scottish Science Advisory Council already provides a baseline on these.

Skills required

Essential skills

- Good data and information analysis, integration and presentation skills.
- Good team working and communication skills.
- Ability to work independently and seek direction as required.
- Ability to maintain confidentiality

Desirable skills

- Familiar with effective use of infographics
- An understanding of government policy

Timing

We would aim to start the internship as soon as possible or as early in May as possible.

Queries:

SG Sponsors: Hazel Dalgard / Susan Anton

Enquiries to email: Hazel.Dalgard@gov.scot, Susan.Anton@gov.scot
Telephone: 07867151023

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Internship 16: Child Mental Health and Wellbeing – Realigning Children’s Services

Policy Context:

The Realigning Children’s Services (RCS) programme was a programme run by the Scottish Government in partnership with Community Planning Partnerships (CPPs) between 2015 and 2019. It sought to improve outcomes for children by supporting local improvement in joint strategic commissioning, focusing on evidence collection and analysis, and strengthening partnership working across children’s services – from statutory services to voluntary and independent providers of services to children and families themselves. RCS ran in 8 CPPs over three phases, called tranches.

A key part of RCS are the children’s wellbeing surveys which collect wellbeing data from Primary 5 to Secondary 4 pupils in the participating CPPs. These are then linked with local authority management information on children’s services. The resulting dataset helped to assess how current services were meeting the needs of local children and families, and to provide information for future improvements.

Project details

One of the service use variables in the linked RCS data is whether the child is looked after. Understanding experiences of looked after children is important to CPPs and the SG, but to date, analysis on this variable has not been conducted, mainly because numbers of looked after children in the dataset for any given tranche are low. However, there is now the opportunity to combine the three tranches of RCS to allow for more detailed analysis of the experiences of this group of children.

The project will consist of the following tasks

- Merge the three datasets and carry out any necessary data management to allow analysis
- Specify and agree an analytical approach that meets the needs to policy colleagues and CPP stakeholders
- Carrying out all or part of the agreed quantitative analysis/statistical modelling
- Communicating findings in oral and written form

The intern will work within the Child Wellbeing and Vulnerable Children Research team within the Children and Families Analysis Division, a small unit of researchers, statisticians and economists. The unit is based at Victoria Quay, Edinburgh, although it is expected that remote working will continue for at least part of the internship.

This project will provide an excellent opportunity to apply advanced quantitative skills in developing and communicating research messages for policy and practice.

Skills required

Essential

- Strong quantitative analysis and statistical modelling skills
- Experience in SPSS
- Strong communication skills in writing reports and briefings adopting a neutral, objective and clear style; good oral presentation skills.

Desirable

- Knowledge of child wellbeing and/or child protection issues.
- Experience of working with large scale social surveys

Timing

The timing of the internship will be agreed with the successful applicant.

Queries:

SG Analytical Sponsor: Franca Macleod

Enquiries to email: Franca.Macleod@gov.scot

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Internship 17: Addressing Persistent Health Inequalities in and through Primary Care

Applications are sought from students with an interest in applying their social science skills and experience to help develop the evidence base for health inequalities in Scotland in the specific context of Primary Care. This is an exciting opportunity to be engaged in work which is at the very heart of health policy and service delivery.

Policy Context

Primary Care is for most of us our initial and most frequent point of contact with health services so its influence on population health outcomes cannot be overstated. Nor can its importance for the wider health and social care system in Scotland, as it accounts for around 90% of interactions between individuals and the NHS.

There has been a comprehensive programme of reform underway across Primary Care in Scotland for several years which aims to improve experiences and outcomes for patients and staff. This work acknowledges a longstanding need to tackle persistent health inequalities. Covid-19 has made these inequalities all the more stark, especially in relation to age, deprivation, occupational group, gender and ethnicity. Primary Care has a pivotal role to play in addressing health inequalities as it has a wide reach to the whole population through multi-disciplinary general practice (e.g. GPs, nurses, physios, Community Links Workers) and community-based pharmacy, dentistry and optometry services. The Scottish Government has convened a Primary Care Health Inequalities Short Life Working Group (the SLWG) to identify actions to help mitigate health inequalities and improve equity in service access. This internship will contribute to decisions we will make in relation to actions identified by the SLWG by helping to ensure that evidence and learning, from Scotland and other countries, is central to the decision-making process.

Project Details

The internship is likely to involve one or more rapid reviews of existing evidence which will increase our understanding of inequalities in primary care and of effective interventions to address these. This might include assessing published academic research and evaluations, policies and strategies in other countries, and grey literature. It may also involve discussion or interviews with key stakeholders. The project's exact scope and topic will be decided in relation to priorities the SLWG identifies.

The intern will be a member of a small Care Research Team in the Health and Social Care Analysis Division and supported by the research team leader. The Division consists of social researchers, statisticians, economists, operational researchers and support staff, provides support across the whole of the Scottish Government's Directorate General for Health and Social Care, and has a strong ethos of cross-professional collaboration. Analysts covering Primary Care work closely with policy officials and professional clinical advisors.

In usual circumstances, the post would be based in St Andrew's House in central Edinburgh, however, it is also suitable for remote working.

Skills Required

Applicants do not need prior knowledge of Primary Care policy or service delivery. Some knowledge of social inequalities or the health landscape in Scotland would be useful, but proven generic social researcher and critical analysis skills, and a motivation to apply these in a policy context which may be unfamiliar, are more important.

Essential skills

- Excellent writing and oral presentation skills to communicate research and analysis succinctly and clearly for a non-specialist audience.
- An ability to critically appraise and synthesise evidence from different sources.

- Good time management and responsibility for planning your own workload.

Desirable skills

- Knowledge about or an interest in evidence-based approaches to socio-economic and other structural inequalities.
- An interest in learning about significant challenges in Scottish health policy and the role of evidence in these.

Timing: the timing of the internship will be agreed with the successful applicant, but it will not start before May 2021.

Queries

SG Analytical Sponsor: Fiona MacDonald, Principal Research Officer

Enquiries to email: fiona.macdonald2@gov.scot

Telephone: 07584491548

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Internship 18: Developing the evidence base for Primary Care in Scotland

Policy Context:

There is a comprehensive programme of reform currently underway across Primary Care Directorate, which seeks to improve health outcomes for patients and the primary care workforce. Securing access to high quality, robust data is a vital component of this work. COVID-19 has further highlighted the importance for Government of understanding what is happening in the health and care system, and being able to identify and respond to challenges and pressures as they are identified.

This internship will make an important contribution to the development of data analytics, to ensure that there is robust and high-quality data available to shape and monitor policy making in Primary Care. Whilst there is a wealth of data relating to hospital care, we know very little about current demands and pressures on primary and community care, despite it accounting for around 90% of all patient contacts with the NHS.

Project details

The intern post will be located in the Data, Digital and Finance team within Primary Care directorate, and offers an excellent opportunity to experience working in a high profile policy environment. The team has excellent links with Government and Public Health analysts, and the post holder will work closely with them as well as Primary Care clinical staff.

The analytical team covers the full range of Primary care data interests, including General Practice, Dentistry, Ophthalmology and Pharmacy. This internship will focus on supporting data improvement work within one of these areas (tbc). The exact remit of the project has yet to be finalised but is likely to include reviews of approaches taken in other countries to monitoring of primary care services, interviews with stakeholders in Scotland about user needs for analysis (both content and format), exploring current barriers to provision of analysis and reviewing approaches being taken at a local level around Scotland.

In usual circumstances, the post would be based in St Andrews House, Edinburgh. However, it is also suitable for home working.

Skills required

This project would suit someone who is keen to apply their skills to a data development project. Knowledge of the health and social care landscape would be useful but excellent analytical skills are more important than any prior subject knowledge. The following are required:

- Strong written and oral communication skills;
- Good interpersonal skills;
- An ability to analyse and synthesise varied data and evidence;
- An ability to work independently and flexibly as part of a team.

Timing

The timing of the internship will be agreed with the successful applicant.

Queries:

SG Analytical Sponsor: Emma Milburn / Steven Mackie

Enquiries to email: Emma.Milburn@gov.scot / Steven.Mackie@gov.scot

Telephone: 07392 287 548

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DIRECTORATE GENERAL:**Directorate: COVID Public Health Directorate****Division/Team: Health and Social Care Analysis****Internship 19: International evidence review of interventions to address the health needs of people in prison.****Policy Context:**

Expressions of interest are sought from PhD candidates with an interest in applying their social science knowledge and experience to develop the evidence base concerning interventions to improve the health and wellbeing of people in prison.

The health and wellbeing of all of those who live and work in our prisons is a priority of the Scottish Government. People in prison tend to have poorer health than the general population, it is also an increasingly ageing population characterised by significantly higher and complex health needs compared to the general population, especially around drug and alcohol use and mental health issues. Many of those in prison have little or no regular contact with health services before entering prison which presents an opportunity to promote healthiness and wellbeing in this vulnerable population.

The Scottish Government's Health and Social Care Analysis Division (HSCA), where this internship is based, works closely with the Health and Social Care in Prisons policy team, and is responsible for commissioning health and social care research about the prison population. This includes a programme of research and analysis which will culminate in the production of a comprehensive assessment of the health and social care support needs of the prison population. The report on the findings from this project will form a constituent part of the final assessment report.

Project details

Prison-based health promotion interventions are an important means of improving health and research has shown that they can positively impact on the health and wellbeing of people in prison. Examples of health interventions for people in prison include peer education approaches, where programmes are delivered by people living in prison to their peers, and sports-based interventions. However, developing health and wellbeing interventions can be complex in prison settings and more needs to be known about their effectiveness. This evidence review will seek to scrutinise the recent literature about prison-based health interventions. The intern would be expected to present the findings as a written report, and possibly through a virtual presentation to relevant stakeholders. The Scottish Government Library Service can assist with literature searches and access to research reports. The intern will be managed by a Social Researcher and supported by a small steering group, which will include Health and Justice policy officials. This internship has 3 aims and the intern would lead on ensuing these are met:

- Review the international quantitative and qualitative evidence around what types of prison-based health and wellbeing interventions exist, how they work in a prison setting, which kinds of interventions have been shown to have a positive effect, and what barriers and enablers may influence their delivery, while critically assessing the strength of the evidence.
- Synthesise the findings from this review to identify thematic groups of health and wellbeing interventions that have been tailored to the prison environment and what balance there is between challenges and benefits among these groups.
- Produce a written report with the findings – this may be accompanied by a virtual presentation to relevant stakeholders, from within the Scottish Government and external organisations.

Skills required

Applicants do not need prior knowledge of health or of prisons. It is more important that they have proven generic researcher and critical analysis skills and are motivated to adapt these to a potentially unfamiliar topic and context.

Essential skills

- Excellent writing and oral presentation skills to communicate research and analysis succinctly and clearly for a non-specialist audience.
- An ability to critically review and synthesise evidence from different sources.
- Good time management and responsibility for workload planning.

Desirable skills

- Knowledge about or an in interest in intervention design or implementation science.
- An interest in or a willingness to learn about health issues facing vulnerable groups.

Timing

The exact scheduling of the internship can be agreed with the successful applicant, depending on their availability, but it is anticipated that this internship will not start until May 2021 at the earliest

Queries:

SG Analytical Sponsor: Ian MacNeill

Enquiries to email: Ian.Macneill@gov.scot

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Internship 20: Literature Review of Women's Mental Health in the Perinatal Period and of Infants' Mental Health

Policy Context:

Mental health problems in the perinatal period affects up to 20% of women in Scotland. While perinatal mental health problems can happen to any woman, some are at increased risk of developing problems. Risk factors include having a history of mental health problems, childhood abuse and neglect and domestic violence. Early identification of problems and prompt appropriate care is important to prevent long lasting effects on women and their families.

The Perinatal and Infant Mental Health Programme Board was established in April 2019 in order to implement the commitments to improving perinatal and infant mental health set out in the [2018/19 Programme for Government](#) and [Better Mental Health in Scotland](#). The Programme Board will oversee an investment of £50 million to be spent on improving perinatal and infant mental health support and treatment for women and their partners in the perinatal period and infants in the very early years who are experiencing poor mental health. The recommendations of the [Delivering Effective Services: Needs Assessment for Specialist and Universal Perinatal Mental Health Services](#) report carried out by the Perinatal Mental Health Managed Clinical Network will inform the vision and delivery plans of the Programme Board.

NHS Health Scotland (now part of Public Health Scotland) was commissioned to undertake an evaluability assessment of the Perinatal and Infant Mental Health programme to inform the development of an evaluation plan for the programme.

Project details

In their assessment Public Health Scotland recommended the below study:

Review of women's mental health in the perinatal period and of infant mental health

A literature review about women's mental health in the perinatal period and infant mental health up to the age of three years would help ensure that the programme implementation is in line with best practice. It would also underpin the standards the evaluation would use to assess the programme. For instance, a review of the literature will help determine what appropriate pathways for infant mental health are and what would be considered appropriate interventions at what time points. Although cited last, in fact, this should be undertaken as soon as possible.

We would be looking for the intern to lead on the literature review as detailed above and report findings to the Perinatal and Infant Mental Health Programme Board.

Skills required

- The ability to critically review and synthesise information
- Report writing, including the ability to write for different audiences and in plain English
- Strong verbal communication skills, as the post will involve working with Scottish Government colleagues and presenting to the Programme Board
- Ability to quickly develop an understanding of the policy context of mental health, and in particular around perinatal mental health
- Knowledge of evaluation methods and approaches (and the ability to appraise these) would be desirable

We are looking for someone who enjoys being part of a team, is flexible, is comfortable working independently and in applying their research skills to new topics. Excellent analytical and communication skills are more desirable than prior subject knowledge of mental health.

The Perinatal and Early Years Mental Health Team are based in St Andrews House, Edinburgh but in recent times have all been working from home. The location of internship will be determined by Covid-19 restrictions at the time of commencement.

Timing

It is hoped that the internship will start in May 2021 for 3 months.

Queries:

SG Analytical Sponsor: Katy Lister
Enquiries to email: Katy.Lister@gov.scot
Telephone: 07776170207

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Internship 21: Impact of Psychological Trauma on Relationships As a Result of Covid-19

Policy Context:

Covid-19 has tested relationships like few other experiences in our lifetimes. This has been in a range of different ways, from people being locked down together, resulting in tension, to people being separated from their loved ones.

We want to provide the right help and support for any impacts on mental health as a result of relationships that have been changed or put under strain as a result of Covid-19 and lockdown.

The Mental Health Transition and Recovery Plan contains an action to support work to reduce the impact of psychological trauma, whether it is caused by separation, loss, domestic violence and abuse, or other negative experiences related to the pandemic.

Project details

Improving Mental Wellbeing Division/Children, Families and Relationships Unit – Usually based in St Andrew's House but currently working from home.

Evidence Review – Impact of Psychological Trauma on Relationships as a Result of Covid-19

This project is a literature/evidence review of evidence around the psychological impact of separation and loss on relationships, within the context of the current pandemic, including looking at groups most affected, and protective factors.

The evidence review will help inform Scottish Government policy and action to provide the right help and support for any impacts on mental health as a result of relationships that have been changed or put under strain as a result of Covid-19 and lockdown.

In particular, the review will look at separation, loss, domestic violence and abuse, or other negative experiences related to the pandemic.

Skills required

- The ability to critically review and synthesise information
- Report writing, including the ability to write for different audiences and in plain English
- Strong verbal communication skills, as the post will involve working with Scottish Government colleagues
- Ability to quickly develop an understanding of the policy context of mental health
- Knowledge of evaluation methods and approaches (and the ability to appraise these) would be desirable

We are looking for someone who enjoys being part of a team, is flexible, is comfortable working independently and in applying their research skills to new topics. Excellent analytical and communication skills are more desirable than prior subject knowledge of mental health.

The Children, Families and Relationships Unit are based in St Andrews House, Edinburgh but in recent times have all been working from home. The location of internship will be determined by Covid-19 restrictions at the time of commencement.

Timing

The timing of the internship will be agreed with the successful applicant.

Queries:

SG Sponsor: Ruth Christie

Enquiries to email: ruth.christie@gov.scot

Telephone: 07796 707 866

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Internship 22: Improving Family court process and supporting Children's Rights: Cross Jurisdictional approaches to the acquisition of parental responsibilities and rights .

Policy Context:

The [Children \(Scotland\) Act 2020](#) was given consent to become an Act of the Scottish Parliament on 1 October. The Act is designed to improve family court processes and to further Scotland's compliance with the United Nations Convention on the Rights of the Child (UNCRC). It is an important piece of legislation, which covers a variety of issues. It aims to:

- bring the law further into line with children's rights under the United Nations Convention on the Rights of the Child (UNCRC)
- make sure children's views are heard in family court cases and children's hearings and the best interests of children are at centre of those cases
- give more protection to victims of domestic abuse and their children

The Act gives Ministers in Scotland the power to give parental responsibilities and rights to unmarried fathers and second female parents where a child's birth has been registered overseas and the parent has obtained overseas parental duties, rights or responsibilities in a similar way to obtaining these in Scotland. Currently, these would not be recognised in Scotland.

The Scottish Government considers it in the best interests of the child that these rights and responsibilities are recognised in Scotland, as these adults may play a crucial role in the child's life. However in some countries, the mother of a child may not have consented to an unmarried fathers/second female parents being on the birth register, and may have concerns about the child's safety of this happening. It is therefore important for policy makers to understand more about how unmarried fathers/second female parents obtain these rights and responsibilities in other countries, as this will help to inform Scottish Ministers decisions on which countries (or 'jurisdictions') to recognise.

This project will therefore make a vital contribution to the evidence which will help Ministers to reach their decision.

Project details

The intern will be part of the Justice Analytical Unit within the Justice Analytical Services Division, who are based in Victoria Quay. The intern will be working closely with a Principal Researcher there, as well as a supportive and engaged policy team.

Working with the Principal Researcher, the intern will be expected to undertake a review of evidence around approaches in the justice systems of other countries to the acquisition of parental rights and responsibilities. It is also possible that the project will involve some interviews with key contacts in jurisdictions to help us understand how sometimes complex legal situations operate in practice. This project offers an excellent opportunity to be involved in work which will be fed directly into the policy making process.

The key questions which the intern will require to focus on in the review are:

- How do unmarried fathers/ second female parents obtain parental duties, rights or responsibilities in other countries across the world?
- Is the mother of the child required to consent to the unmarried fathers/second female parent having these rights and responsibilities?
- Is the way in which unmarried fathers/second female parents obtain rights and responsibilities similar to the way in which they would obtain them in Scotland?

This project offers the opportunity to gain fantastic experience working closely with a senior analyst in the Scottish Government as well as policy makers, learning about the practical application of research in the policy making process.

Skills required

Strong skills around and experience in conducting literature/wider evidence reviews are required. In addition, experience in design and conduct of interviews with professionals would be desirable, but the senior analyst will work with the intern on any interviews undertaken.

Timing

The timing of the internship will be agreed with the successful applicant

Queries:

SG Analytical Sponsor: Debbie Headrick

Enquiries :.Debbie.Headrick@gov.scot

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Internship 23: Restorative Justice Internship

Policy Context:

Restorative Justice seeks to provide communities and individuals impacted by crime, offending and harmful or concerning behaviours, and those who have caused the harm with an opportunity to repair the harm that has been caused

Justice Analytical Services (JAS) provides analytical support to the Victims and Witnesses policy team, who oversee Restorative Justice work for the Scottish Government. The Scottish Government is committed to making restorative justice widely available across Scotland by 2023. Our vision is that Restorative Justice is available across Scotland to all those who wish to access it, and at a time that is appropriate to the people and case involved.

In June 2019 the Scottish Government published its Action Plan for reaching this commitment. One of the four key challenges to success that this plan identified was public awareness of Restorative Justice, which impacts both on potential uptake, and on our ability to predict demand. A key outcome for the Action Plan, therefore, is: “There is a strong public awareness and understanding of restorative justice in Scotland”, and the Action Plan commits to developing and delivering a National RJ Communications Strategy, including a range of different approaches to increasing awareness of RJ and its potential use.

Project details

The project will be focused on gathering the evidence base on public awareness campaigns and other interventions aimed at increasing awareness of Restorative Justice. The exact details can be mutually agreed and will depend on the skills of the applicant, but the project will likely involve:

- reviewing the academic evidence, and published reports and evaluations, on public awareness campaigns about RJ in the UK and internationally
- identify key lessons and effective approaches to inform our future work on public communications
- conduct additional mixed methods analysis of public opinion data gathered in 2019 regarding people’s views on RJ, which has been cleaned but only preliminary analysis conducted.

The successful applicant will join the Justice Analytical Unit, which forms part of the wider Justice Analytical Services (JAS) division. The division is based at Victoria Quay in the Leith area of Edinburgh, although all staff are currently working from home due to COVID-19 restrictions.

Skills required

ESSENTIAL

Knowledge and practical experience of literature reviews including both academic and government published sources.

Knowledge and practical experience of routine data collection processes

Analyse and interpret qualitative and quantitative data, identify salient points and draw logical inferences

Good oral and written communication skills

Write concise, jargon-free reports tailored to the needs of different audiences

Work independently and manage workload effectively

Deliver high quality outputs on time

DESIRABLE

Background knowledge of Restorative Justice and understanding of restorative principles

Research background with RJ practitioners or organisations

Knowledge and/or experience of monitoring practices/frameworks and evaluations

Knowledge and/or experience of routine data collection processes

Knowledge of how the Scottish Government works

Awareness of relevant policy developments/initiatives

Timing

The timing of the internship will be agreed with the successful applicant.

Queries:

SG Analytical Sponsor: Ella Edginton

Enquiries to email: ella.edginton@gov.scot

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Internship 24: Reducing Scotland's prison population: Maximising the use of prison release mechanisms

Policy Context

Justice Analytical Services (JAS) has responsibility for providing research and analysis on a wide range of policy areas including what might be effective at reducing the prison population.

It is widely acknowledged that the prison population in Scotland is one of the highest in Western Europe and is increasing further, so there is a growing interest in how we could increase the use of release levers such as Parole and Home Detention Curfew and make more creative use of mechanisms such as electronic monitoring to help to take pressure off prisons, provide opportunities for rehabilitation while keeping the public safe from violence reoffending.

There *may* also be an interest in also exploring the evidence on alternatives to custody which are not currently used in Scotland but are effective at reducing the prison population in other jurisdictions, but this will depend on policy timings at the start of the internship.

Project details

By reviewing research and intelligence from Scotland other relevant jurisdictions, the project will generate evidence-based recommendations on how we could increase and expand our use of existing prison release mechanisms. The successful intern would be expected to describe how prisoner selection practices for release operate elsewhere, how different jurisdictions manage people with convictions when they are released and also how risk to the public is both perceived and managed compared with current practices in Scotland. The review should also identify which countries have managed to sustainably reduce their prison population through the use of these mechanisms. As noted above, the remit of the research *may* be expanded to include looking at wider, effective alternatives to custody which are used elsewhere but are not yet options in Scotland but this will depend on policy timings.

Whilst the specific details of the project will very much depend on the requirements at the time, and may be subject to some flexibility, the project will likely involve desk-based research and may also require the successful intern to interview researchers and operational practitioners both in Scotland and in other jurisdictions where information is not available on-line (for example information on how risk assessments are carried out or how decision-making operates in practice might not be published). The intern will be working closely with a Principal Researcher, as well as a supportive and engaged policy team. The main output will be an accessibly written and concise report and possibly an on-line presentation of the key findings.

The successful applicant will join the Justice Analytical Unit, which forms part of the wider Justice Analytical Services (JAS) division. The division normally is based at Victoria Quay in the Leith area of Edinburgh: <https://www.gov.scot/about/contact-information/buildings/>. Flexible working arrangements can be considered once the project is established. **Given the COVID-19 restrictions, all JAS staff are currently working from home.**

Skills required

ESSENTIAL

Knowledge and practical experience of the main research methodologies

Knowledge and practical experience of routine data collection processes

Analyse and interpret qualitative and quantitative data, identify salient points and draw logical inferences

Good oral and written communication skills

Write clear, concise, jargon-free reports tailored to the needs of different audiences

Work independently and manage workload effectively

Deliver high quality outputs on time

DESIRABLE

Background knowledge of the criminal justice system and issues relating to the prison population

Knowledge and/or experience of monitoring practices/frameworks and evaluations

Knowledge and/or experience of routine data collection processes

Knowledge of how the Scottish Government works

Awareness of relevant policy developments/initiatives

Timing

The timing of the internship will be agreed with the successful applicant. It is possible that we will have a preferred timeframe in mind but this will become clearer once the wider programme of work has started.

Queries:

SG Analytical Sponsor: Catherine Bisset

Enquiries to email: Catherine.Bisset@gov.scot

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Internship 25 : Veterans- improving the evidence base

Policy Context:

Justice Analytical Services (JAS) has responsibility for providing research and analysis on a wide range of policy areas in the Justice and Safer Communities Directorates, including Armed Forces Veterans. In November 2018, the UK Government published its [Veteran's Strategy](#) which sets out clear goals for the next 10 years to ensure current veterans and the veterans of the future feel valued, supported and empowered. The implementation of the Strategy is devolved to the respective governments of the United Kingdom, and in January 2020 the Scottish Government published [Support for veterans: strategy](#), setting out how we will take forward the Strategy and achieve the best possible outcomes for our veterans and their families now and in the future.

It is widely acknowledged that improvements could be made to the availability and use of data and evidence regarding veterans in Scotland. Current data limitations create substantial challenges to the provision of support services for Veterans and their families. Improving the collection, use and analysis of data is a priority for governments across the UK, as this will help service providers-such as Health Boards and Local Authorities- to effectively identify and address the needs of veterans in addition to help assess whether progress is being made towards achieving the Strategy's outcomes. The 2022 Census will include a veterans question for the first time, providing a rich source of data on the number and location of veterans in Scotland.

Project details

The project will feed into existing work to improve and develop the evidence base on Veterans living in Scotland. Whilst the exact details will depend on the requirements at the time and the skills of the applicant, the project will likely involve supporting ongoing work to identify and develop indicators and evidence sources to help us monitor the implementation and effectiveness of interventions delivered through the Veterans' Strategy, with an emphasis on establishing routine and consistent data collections. The project will also entail work to scope out alternative evidence sources that can be used to mitigate the delay to the Census, as data is not expected until 2024.

The successful applicant will join the Safer Communities Analytical Unit, which forms part of the wider Justice Analytical Services (JAS) division. The division is based at Victoria Quay in the Leith area of Edinburgh: <https://www.gov.scot/about/contact-information/buildings/> Flexible working arrangements can be considered once the project is established. Given the COVID-19 restrictions, all JAS staff are currently working from home.

Skills required

ESSENTIAL

Knowledge and practical experience of the main research methodologies
Knowledge and practical experience of routine data collection processes
Analyse and interpret qualitative and quantitative data, identify salient points and draw logical inferences
Good oral and written communication skills
Write concise, jargon-free reports tailored to the needs of different audiences
Work independently and manage workload effectively
Deliver high quality outputs on time

DESIRABLE

Background knowledge of the Armed Forces Community
Knowledge and/or experience of monitoring practices/frameworks and evaluations
Knowledge and/or experience of routine data collection processes
Knowledge of how the Scottish Government works
Awareness of relevant policy developments/initiatives

Timing

The timing of the internship will be agreed with the successful applicant. It is possible that we will have a preferred timeframe in mind but this will become clearer once the wider programme of work has started.

Queries:

SG Analytical Sponsor: Hannah Davidson

Enquiries to email: Hannah.Davidson@gov.scot

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Internship 26: Third Sector/Volunteering Research Internship

Policy Context:

The Public Services Reform, Public Bodies and Third Sector Division supports the delivery of sustainable public and third sector services which tackle inequality and support inclusive economic growth across Scotland, with the aim of empowering the third sector and local communities. We promote and help public services to use their resources to help make Scotland a wealthier and fairer place. This work focuses on having:

- high quality, responsive and affordable public and third sector services which put people first and are shaped to reflect the distinctive needs of places and communities across Scotland;
- public services and a third sector which empower people and break cycles of disadvantage;
- services which value prevention rather than crisis intervention.

During 2020, much of the work of the division focused on responding to Covid-19, and the impact of the pandemic for public services and the Third Sector. Policy teams in the division have led the development of financial and advisory support for the Third Sector; developed Scotland's national volunteering campaign; and contributed to a wide range of work to support eventual recovery and renewal within Scotland's communities.

This internship will provide timely and important analytical support in what is currently a fast moving and dynamic policy area with important implications for Scotland's Covid-19 response and recovery.

Project details

The internship will be based in the Local Governance and Reform Research team, a small team of researchers providing analytical support to several different policy teams including the Public Services Reform, Public Bodies and Third Sector Division.

The intern will provide analytical support for the work of the third sector, volunteering and/or public service reform teams. The exact projects the intern will work on will depend on the priorities at the time of the internship, and on the specific interests and skills of the intern. Our recent analytical work has concentrated on the emergency Covid-19 response and post-pandemic recovery, including analysis of emergency funding for third sector organisations, analysis of emergency volunteer deployment, and producing up-to-date evidence on the state of the third sector, and organisations' needs, throughout the pandemic. It is likely that the internship will contribute towards the continuing analytical work relating to the Covid-19 response and recovery. Other potential areas where analytical support is likely to be needed from May 2021 include: analysis to inform our understanding of the current situation for the Third Sector and/or volunteering; development of analysis supporting Scotland's Volunteering Outcomes Framework; analysis or research relating to Scotland's social enterprises.

You may work on several projects during your internship, including projects with other policy teams within the directorate. The internship is likely to involve projects requiring:

- data collection and analysis, and literature reviewing
- summarising and writing concise reports clearly identifying key findings and messages
- working with government analysts and policy makers across the division
- the communication of findings in the form of short briefing papers or presentations for a range of Scottish Government audiences

There will also be opportunities to attend training sessions and meet with other analysts, interns and policy makers from across the Scottish Government (either virtually or in-person, depending on Covid-19 restrictions in place at the time of the internship)

Location

Depending on the level of Covid-19 restrictions in place at the time of the internship, the intern will either be based at the Scottish Government office in Victoria Quay, Leith, or home-based. Currently, Scottish Government employees are working from home.

Skills required

Essential:

- Excellent understanding of quantitative and/or qualitative (preferably both) research methods
- Experience of quantitative and/or qualitative (preferably both) research design, data collection and analysis
- Ability to synthesise and analyse large amounts of information and data
- Ability to write clearly and concisely for different audiences
- Good interpersonal and team-working skills
- Ability to work to tight deadlines and good organisational skills

Desirable:

- Knowledge of the third sector and/or volunteering in Scotland

Timing

The internship will take place for three months during the summer of 2021. Ideally, the internship will start as early as possible, but the precise timing is flexible and will be agreed with the successful applicant.

Queries

If you have any queries about this internship or would like more information, please contact Liz Ravalde (contact details below).

SG Analytical Sponsor: Liz Ravalde

Enquiries to email: liz.ravalde@gov.scot;

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Internship 27: Career Progression in Fishing

Policy Context:

The Covid 19 pandemic has brought unprecedented challenges to the seafood, fisheries and marine sectors in Scotland and across the UK, whilst the end of the Brexit period is bringing further economic challenges, testing the resilience of coastal communities, requiring adaptation and innovation. A key ongoing issue that has faced the fishing industry relates to career progression and encouraging new entrants into the fishing industry to support sustainable fishing communities and resilience of coastal communities. This issue now of even greater importance in light of these new challenges.

In this context, Marine Scotland has launched the Future Fisheries Management Strategy and is developing the Blue Economy Action Plan. The Blue Economy Action Plan is an overarching approach which aims to work closely with stakeholders and partners to establish and grow “blue” as a natural capital asset in Scotland that will significantly contribute to economic recovery, enabling Scotland to “build back better” and support the just transition to net zero GHG emissions in 2045. The Future Fisheries Management Strategy is a wide ranging strategy which sets out the Scottish Government’s approach to managing Scotland’s sea fisheries from 2020 to 2030, as part of the Blue Economy. It explores how we will achieve the delicate balance between environment, economic and social outcomes, and how we will work in partnership with our fisheries stakeholders at home, within the UK, and in an international context, to deliver the best possible results for our marine environment, our fishing industry and our fishing communities.

An important objective within both these approaches is to support the resilience of the fishing industry through strengthened employment opportunities and career progression within it.

In order to better understand the current evidence held on career progression in fisheries Marine Scotland (and the wider Marine Science Coordination Committee Social Science Task Group (MSCC SSTG) with which MS collaborates)² seeks some desk-based research and evidence gathering to be undertaken. The findings from this work will help Marine Scotland and the wider MSCC SSTG to understand the challenges faced by new entrants to a career in the fishing industry, and steps needed to overcome them, as well as the opportunities that could be enhanced. The review will look at a range of associated issues including training, skills and qualifications, capacity building, recruitment, career progression and diversification within the fishing industry. A key aspect is to include perspectives and experiences of groups with protected equalities characteristics (age, gender, disability, pregnancy and maternity, and others) of career entrance and progression where any evidence exists.

Project details:

The intern will be required to

- Conduct an international literature review on existing evidence relating to career entry and progression in fisheries and related industries. This should include any literature on new entrant schemes that currently exist and their effectiveness in Scotland, the UK and internationally, and if there is evidence that supports government intervention in this area.
- Track and review impacts on career progression historically and currently (including identifying challenges and opportunities) in fishing communities in the context of Covid 19 and Brexit (where evidence exists) and extract relevant learning.
- Identify key evidence gaps that are preventing progress.

² Marine Scotland collaborates with the UK Marine Science Coordination Committee Social Science Task Group (MSCC SSTG), a group of key social science stakeholders from a range of UK based public sector bodies, including DEFRA, that works together to strengthen the evidence base in marine social science.

- Consider how this findings of the work relates to current policy drivers such as Scotland's Blue Economy Action Plan and Future Fisheries Management Strategy, and the forthcoming UK Fisheries Bill and the 25 Year Environment Plan.

This internship will be hosted by Marine Scotland and will report back to MSCC SSTG, and draw on their support and expertise. The intern will be a member of the Marine Analytical Unit and will be managed by a social researcher from the Unit. They may be asked to undertake additional analytical tasks in the Marine Analytical Unit. Currently staff are working remotely /from home due to Covid-19. We do not know when we will return to offices so it is likely that the intern will also be required to work from home.

Skills required:

- Strong research and analytical skills
- Experience conducting literature searches and clear, concise literature reviews using a range of search tools and databases
- Experience and knowledge of both qualitative and quantitative data
- Excellent written and oral communications skills, including ability to draft outputs of different styles and for different audiences (reports, summary papers, presentations etc)
- Ability to work flexibly in a busy team at pace
- Ability to manage a number of tasks at the same time and plan work to meet deadlines
- Some knowledge and understanding of marine social science would be desirable but is not essential.

Timing: the exact dates of the internship will be agreed with the student. However, we anticipate the internship starting later this year from April/May 2021 (and potentially later in the year depending on student preferences).

SG Analytical Sponsor: Kay Barclay

Enquiries to email: kay.barclay@gov.scot

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Internship 28: Understanding Marine Cultural Ecosystem Services

Policy Context:

Recent years have seen an increased recognition of the complex relationship between society and the sea. As the concepts of ecosystem services and natural capital continue to drive marine and coastal governance and decision making, the category of cultural ecosystem services (UK NEAFO 2014) provides a valuable lens to explore the complexity of this relationship. The need to take account of the ‘whole value of the sea’ has been emphasised within key international and national policy drivers, including for example, the UN Decade of Ocean Science for Sustainable Development, and the UK Government’s 25 Year Environment Plan. Marine Scotland’s Blue Economy Action Plan seeks to harness the full potential that the blue economy offers, to grow “blue” as a natural capital asset in Scotland that will significantly contribute to economic recovery, enabling Scotland to build back better following the challenges posed by Covid-19 and Brexit, in a sustainable way supporting the just transition to net zero GHG emissions by 2045.

While the role of the marine environment as a space of major cultural and recreational significance (e.g. historical ship wreck sites, fishing grounds, areas of outstanding natural beauty) has been long recognised, there has been limited work carried out to explore the broad suite of cultural ecosystem services and benefits that marine and coastal ecosystems provide (Turner et al., 2014)³. Furthermore, a recent report by Burdon (2020)⁴ found there to be significant evidence and knowledge gaps relating to marine cultural, heritage and social indicators across the UK.

In order to better understand the current evidence held on marine cultural ecosystem services, and the diverse values related to this topic, Marine Scotland (and the wider Marine Science Coordination Committee Social Science Task Group with which MS collaborates)⁵ seeks some desk-based research and evidence gathering to be undertaken. The findings from the research will help to further develop the evidence base for marine cultural ecosystems services, and related indicators, drawing on recent work carried out by Burdon (2020).

Project details:

The intern will be required to

- Conduct an international literature review on existing evidence relating to marine cultural ecosystem services, including marine heritage and identify key evidence gaps that are preventing progress.
- Track and review progress since the UK National Ecosystem Assessment (UKNEA) and follow-on work to review valuation for marine environment and key issues e.g. instrumental approaches, shared and contested values etc.
- Consider how this work relates to current policy drivers (including the Scottish Government’s Blue Economy Action Plan, UK 25 Year Environmental Plan and others) and issues including natural capital approaches, marine spatial planning, climate change adaptation, and ocean literacy.

This internship will be hosted by Marine Scotland and will report back to MSCC SSTG, and draw on their support and expertise. The intern will be a member of the Marine Analytical Unit and will be

³ Turner, K., M. Schaafsma, M. Elliot, D. Burdon, J. Atkins, T. Jickells, P. Tett, et al. 2014. UK National Ecosystem Assessment Follow-On. Work Package Report 4: Coastal and Marine Ecosystem Services: Principles and Practice. UNEPWCMC, LWEC.

⁴ Burdon, D., 2020. Review of marine cultural, social and heritage indicators. Report ME5118 for Defra by Daryl Burdon Ltd., Willerby, UK (Report No. DB LTD 005/2019)

⁵ Marine Scotland collaborates with the UK Marine Science Coordination Committee Social Science Task Group (MSCC SSTG), a group of key social science stakeholders from a range of UK based public sector bodies, including DEFRA, that works together to strengthen the evidence base in marine social science.

managed by a social researcher. They may be asked to undertake additional analytical tasks in the Marine Analytical Unit. Currently staff are working remotely /from home due to Covid-19. We do not know when we will return to offices so it is likely that the intern will also be required to work from home for the duration of the internship.

Skills required:

- Strong research and analytical skills
- Experience conducting literature searches and clear, concise literature reviews using a range of search tools and databases
- Experience and knowledge of both qualitative and quantitative data
- Excellent written and oral communications skills, including ability to draft outputs of different styles and for different audiences (reports, summary papers, presentations etc)
- Ability to work flexibly in a busy team at pace
- Ability to manage a number of tasks at the same time and plan work to meet deadlines
- Some knowledge and understanding of marine cultural ecosystem services and related frameworks would be desirable but is not essential.

Timing: the exact dates of the internship will be agreed with the student. However, we anticipate the internship starting later this year from April 2021 (or potentially later in the year depending on student preferences).

SG Analytical Sponsor: Kay Barclay

Enquiries to email: kay.barclay@gov.scot

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DIRECTORATE GENERAL: DIRECTOR-GENERAL CONSTITUTION AND EXTERNAL AFFAIRS

Directorate: DIRECTORATE FOR CONSTITUTION AND CABINET

Division/Team: DCAC : Office of the Chief Researcher

Internship 29: Deliberative Democracy in action: Researching Scotland's first national Citizens' Assembly

Policy Context:

The [Citizens' Assembly of Scotland](#) (CA) brought together a cross section of the adult (aged 16 and over) population of Scotland to deliberate and make recommendations relating to Scotland's future.

This was the first national Citizens' Assembly in Scotland. It is essential to consider the role that Citizens' Assemblies may play in future plans to support democratic engagement. An independent programme of research has therefore been established to evaluate the delivery of the CA and its impact on public debate and policy in Scotland.

The research has been designed to respond to questions about the internal operation of the CA as well as questions about the external impact and relationship with wider Scottish society. This research is being undertaken by a collaborative team of Scottish Government Social Researchers and 3 independent academic researchers: Professor Ailsa Henderson and Dr Oliver Escobar, University of Edinburgh and Dr Stephen Elstub, Newcastle University.

The research responds to the Scottish Government's commitment to review and learn from the experience. It also helps to situate the Scottish experience within a global evidence base on democratic innovation and the research programme will make a significant contribution to this evidence base through both Scottish Government and academic outputs.

Project details

This internship is a unique opportunity to work in an exciting, high profile area with a mixed team of Scottish Government and academic researchers.

The programme of research adopts a multilevel mixed-methods design. Data gathering and analysis to date has so far focussed on the internal operation of the Assembly and has included: non-participation observation; audio recordings of facilitated discussions, analysed through a modified form of the Discourse Quality Index⁶; and surveys of Assembly members throughout the duration of the Assembly.

The CA concluded in December 2020 and when the internship begins, the research team will be mid-way through completion of a range of post-assembly research activities. These include a population survey, analysis of media coverage of the Assembly and interviews with Assembly organisers and other stakeholders.

The main focus of the internship will be analysing data from the post-assembly interviews. These interviews respond both to the internal aspect of the research, providing critical insight into the workings of the Assembly, and the external element, addressing a significant gap in current literature on how mini-publics connect to wider perceptions and institutions. Once the interviews are transcribed (by an external source), the intern would work closely with the research team to produce a robust analysis and integrate the findings from the interviews with other strands of the research programme. A Scottish Government research report is scheduled for September 2021 and the team will also be preparing a range of other outputs, including journal articles.

In addition to the above, there will also be an opportunity to contribute to the analysis and reporting of other elements of the research programme. The specific nature of this work will be agreed in discussion with the student and their preferences and skills.

⁶ Steenbergen, M. R., Bächtiger, A., Spörndli, M., & Steiner, J. (2003). Measuring political deliberation: A discourse quality index. *Comparative European Politics*, 1(1), 21-48.

The successful candidate would join the collaborative team of Scottish Government and University researchers. The internship is based within the Office of the Chief Researcher. You will be located within Scottish Government buildings in Edinburgh but there is also the potential for continuation of current Covid-19 homeworking arrangements.

Skills required

Essential

- Excellent skills in qualitative research – particularly in relation to analysis and use of associated analytical software
- Strong interpersonal skills and ability to independently organise research activities
- Excellent written and verbal communication skills

Desirable

- Experience of undertaking quantitative analysis would be advantageous for supporting other elements of the programme of research
- Ability to analyse evidence from a range of different sources
- Interest and knowledge of democratic engagement

Timing

The exact timing of the internship will be agreed with the successful applicant although the preference would be for a start date in May 2021 to fit with the reporting deadlines. The internship will be 3 months full-time though we also welcome applications from part-time students and can flexibly arrange the length of the internship to suit.

Queries:

SG Analytical Sponsor: Evelyn Bowes

Enquiries to email: evelyn.bowes@gov.scot

Telephone: 07500 071343

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Internship 30: How is Scotland performing?

Policy Context:

In 2007, the Scottish Government launched the first iteration of its world-leading National Performance Framework (NPF). The NPF sets out a vision for the country that we want to see and National Outcomes that we want to realise. Progress towards the outcomes is monitored through a range of social, environmental and economic indicators that are reported openly and transparently on the NPF website - <https://nationalperformance.gov.scot/> - as soon as new data becomes available.

A review and relaunch of the NPF in 2018 resulted in a revised set of National Outcomes and Indicators, aligned with the UN's Sustainable Development Goals (SDGs) – all presented in a more accessible and streamlined way. While the NPF website reports improvement (or worsening) in terms of a broad range of National Indicators, it does not provide a sense of the historical context of performance, or what “good performance” looks like relative to other countries. In addition, the COVID-19 pandemic has had a profound impact on the collection of data relied upon by the NPF, but has also highlighted opportunities to utilise new, timely, sources of evidence to inform policy.

Project details

This internship offers the successful candidate the opportunity to work in a high profile and dynamic area of the Scottish Government, with the potential to make a lasting contribution to how national performance is measured in Scotland.

Historically, performance for the NPF indicators is often reported in terms of whether year-to-year changes (or datapoint to datapoint when the data is not annual) indicate the picture is “improving”, “maintaining” or “worsening”. While this provides valuable information on relative performance and progress, a fuller picture of performance could be gathered by considering how current indicator performance compares to historic context for Scotland, or against comparator countries.

In addition, the profound impact of COVID-19 on Scotland has included disruption of the data relied upon by the NPF, with many sources of data collection being interrupted or delayed. But it has also highlighted the value of responsive performance data to inform time-sensitive policy decisions. In light of this, the internship will include activities such as:

- Reviewing domestic and international evidence on relevant targets and other frameworks for national performance measurement (including the UN Sustainable Development Goals and the OECD Wellbeing Economy Framework) summarising concisely the key messages for what could be learned in Scotland from these and other approaches.
- Assess the NPF National Outcomes and Indicators in detail and identify where meaningful international comparisons are possible, and where they are not.
- Examine existing evidence on the impact of COVID-19 on National Outcomes, and scope out how more timely and responsive data could be integrated into the NPF in the future, in order to better measure short term impacts as well as longer-term ones.
- From this project, scope out and make recommendations for future work that would build on the findings of the internship with the aim to provide a fuller picture of how Scotland is performing.
- For all of the above, prepare written, oral and visual content to communicate the messages from the internship research project to senior figures in the Scottish Government.

Skills required

- Broad mixed methods research experience and an understanding of a range of common qualitative and quantitative research designs.
- Competent in quickly appraising evidence from a range of sources and summarising concisely the important messages.
- Ability to work flexibly and quickly in response to competing demands and priorities.
- Able to engage effectively with and work closely with senior stakeholders.
- Strong written and oral communication ability.

Timing

The timing of the internship will be agreed with the successful applicant, however it would be ideal for the internship to start in late spring or early summer (e.g. May/June 2021).

Queries:

SG Analytical Sponsor: Rory Morrison

Enquiries to email: rory.morrison@gov.scot

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Internship 31: Strategic Insights Unit

Policy Context:

The Strategic Insights Unit undertakes detailed analysis of medium term cross-cutting policy issues, producing robust advice to support the Government in making informed and integrated policy choices. The Unit works closely with analytical and policy colleagues across Scottish Government.

The Unit is based in the Scottish Exchequer, which lies at the heart of the Scottish Government. The Unit supports Ministers and the Government's senior leaders in taking a strategic overview and assessment of Scotland-wide opportunities and challenges. It's a multi-disciplinary policy/analytical team, including policy advisers, a statistician, economists and social researchers.

Project details

This internship is hosted by the Strategic Insights Unit, which is based in St Andrew's House – but is working remotely at the moment. The posting will include supporting analytical work to identify new approaches to improving outcomes, addressing challenges or taking advantage of opportunities for Scotland in the medium term, in selected policy areas. The Unit works across a diverse range of strategic policy issues, including tax, demographic change, wellbeing and fiscal sustainability. Recent work has included a cross government programme of work considering the impacts of the Covid-19 pandemic on National Outcomes, a programme looking at how Scotland can leverage future advantages of technological advancement, and the use of wellbeing tools in financial decision-making.

The Unit also undertakes horizon scanning. One key project in 2021 is a significant piece of work assessing horizon risks and opportunities to Scotland over a 1-20 year timeframe and their financial implications. This is important and timely work, given the implications of Brexit and the importance of recovery from the Covid-19 pandemic. The project will include workshops with external partners and public sector leaders to validate, challenge and test the implications of potential horizon risks and opportunities.

The precise nature of the posting will depend on the work in progress at the time the intern joins the team and they may work on several projects during their time in the Unit. The internship is likely to involve:

- reviewing international evidence and information gathering;
- summarising and writing concise reports, clearly identifying key learning and messages;
- the opportunity to work with government analysts and policy makers across the Scottish Government, and;
- the communication of findings in the form of short briefing papers or presentations for a range of Scottish Government audiences including senior civil servants.

Skills required

The Strategic Insights Unit invites expressions of interest from students with an interest in applying their social science knowledge and experience to contribute to the work of the Unit. We welcome applications from students in any social science discipline.

Required skills:

- literature searching and reviewing skills – including reviewing papers from a wide range of disciplines and sources
- good written and oral communication skills
- ability to operate across traditional analytical boundaries and disciplines
- understanding that project work will be sensitive and will require careful handling.

Timing

The timing of the internship will be agreed with the successful applicant – with a start date after May 2021.

Queries:

SG Analytical Sponsor: Aileen McIntosh

Enquiries to email: aileen.mcIntosh@gov.scot

Telephone: 07876 216795

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Internship 32: Developing an integrated approach to pro-environmental behaviour change

Policy Context:

The Scottish Government recognises that our natural environment is our greatest national asset and significant action is needed to protect and restore the natural systems that sustain us. Scotland has ambitious statutory targets for reducing greenhouse gas emissions, improving air quality, and minimising waste.

Achieving these targets requires significant changes to the way we all live. This involves behavioural changes across a range of policy areas, including energy use, travel, consumption and waste. It is clear that these challenges, and their solutions, are interlinked. It is therefore important that Scottish Government policies and programmes to support behavioural change are coordinated across policy areas. This coordinated approach will not only enable shared goals to be achieved, but will enhance the potential for policies to deliver co-benefits, delivering multiple policy goals.

A key element of facilitating this coordinated approach is to establish a comprehensive understanding of the behavioural implications of the Scottish Governments various environmental objectives and targets, how these interact, and how they can be integrated.

Project details

This internship will be based in the Rural and Environment Science Analytical Services team (RESAS) in Victoria Quay, Edinburgh. However, the aim of the project is to take a holistic approach, so the intern will also work closely with other analytical and policy teams, particularly Energy and Climate Change.

The project has four key objectives:

- Identify the behavioural implications of environmental objectives, targets and commitments across all relevant Scottish Government policy areas, including, climate change, energy, waste, biodiversity, food, transport, and consumers;
- Analyse the interactions between the identified behaviour areas;
- Map any Scottish Government interventions or programmes currently in place to influence the identified behaviours, and assess how these interact (e.g. Do they fit together well or are there mismatches? Are there gaps/overlaps?)
- Make recommendations for how the Scottish Government could promote and facilitate pro-environmental behaviour change in the most coordinated way.

Skills required

Essential:

Strong communication skills including listening

Qualitative research skills

An ability to critically analyse documents and produce useful insights

Desirable:

Knowledge of environmental policy and/or behavioural change interventions

Experience of working with others to co-design projects

Timing

The timing of the internship will be agreed with the successful applicant.

Queries:

SG Analytical Sponsor: Gita Anand

Enquiries to email: gita.anand@gov.scot

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Internship 33: Improving Ecological Connectivity in Scottish Agriculture

Policy Context:

70% of Scotland's land-mass is utilised for agricultural production. Agriculture, particularly in the UK arable zone, has undergone significant change over the last 50+ years following (i) significant advances in mechanisation alongside (ii) policies (particularly under the EU Common Agricultural Policy) which have sought to increase efficiency and maximise production with inevitable consequences for nature (e.g. 50% of Scotland's hedges have been lost since the second world war).

In May 2019, the Intergovernmental Platform on Biodiversity and Ecosystem Services (IPBES) Global Assessment identified an unprecedented decline in nature with significant impacts on people around the world. In response, the First Minister said we were committed to ensuring that our actions produce the transformative change that is needed.

The project is also relevant for climate resilience, policy development on ecological connectivity and exploring the delivery of environmental improvements without impacting agricultural productivity or farm income.

Project details

The internship will be at Victoria Quay with Rural and Environmental Science and Analytical Services and the Natural Resources Division Biodiversity and Land Quality Team.

The project will look for opportunities to make improvements for biodiversity on agricultural land without impacting on capacity for production.

It will be a largely desk-based study and will examine whether existing agricultural spatial data (e.g. as held by Rural Payments and Inspections Division (RPID)) can be used to quantify the total extent of land on Scottish farms⁷ which is not suitable for agricultural production but is suitable for supporting nature. Such land is likely to include linear features (ditches, river banks, hedges, fences, road-sides, active and disused railway lines etc) as well as any other "uncultivable" land forms within any given farm boundary (quarries, bogs, dens, banks, moors, small areas of scrub and woodland etc).

The project will also consider the literature on improving ecological connectivity on farms and the policy levers that may be used to encourage this. This could include engagement with policy makers and other stakeholders.

Specific questions and products :

- establish whether existing RPID data allows a calculation of the area of the land described above
- if not, what would it take to gather this data
- develop a metric or qualitative means of assessment to describe the extent to which potential capacity to deliver for nature is met
- consider possible future policy levers/options to encourage/assist land managers to help this land achieve its potential (e.g. guidance, providing incentives, making it a condition of receiving income support payments e.g. as part of GAEC etc)
- a literature review on ecological connectivity (and the value thereof) in the agricultural landscape

Skills required

Essential:

Strong communication skills including listening

⁷ [excluding buildings, yards, tarmacked areas etc]

Quantitative research and analytical skills

An ability to critically analyse data and produce useful insights

Desirable:

Background in geography or ecology or biodiversity

Experience of working with GIS software and geographic mapping tools

Timing

The timing of the internship will be agreed with the successful applicant.

Queries:

SG Analytical Sponsor: Gita Anand

Enquiries to email: gita.anand@gov.scot

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Internship 34: Our Islands and COVID-19: Understanding the impact of the pandemic on the National Islands Plan's Strategic Objectives

Policy context

The [National Islands Plan](#) was developed following the Islands (Scotland) Act 2018. The plan sets out the strategy and corresponding Strategic Objectives of Scottish Ministers that will be used to improve outcomes for island communities. These Strategic Objectives include: improving transport, housing, health and social care and digital connectivity; reducing fuel poverty; encouraging sustainable economic development; tackling climate change; and supporting arts, culture and language.

Following the widespread impacts of COVID-19, there is a need to understand how the pandemic has specifically affected islands, and in particular, how it may have impacted on the progression of the National Islands Plan's Strategic Objectives. A key issue that was raised throughout the development of the National Islands Plan was the lack of islands level data. This internship will help to address this gap, and feed into ongoing monitoring through the Implementation Route Map.

Project details

This internship will be based in the Rural Communities Research & Statistics team, who provide analytical support for the Rural and Island Communities Unit. The intern will be supported in their work by Stephanie Weir, Research Officer, and Nicola Crook, National Islands Plan Delivery Lead.

The main focus of the internship is to produce an analysis of the way COVID-19 has impacted the Strategic Objectives of the National Islands Plan. The project will involve analysing data that corresponds to a number of Strategic Objectives from before and after the pandemic. The Objectives can be chosen closer to the time, to reflect the data available. Research questions may centre around the following, dependent on the chosen Objectives:

- the impact of COVID-19 on the development of the Young Islanders Network
- the transition to home-based working and its effect on digital skills in island businesses
- online learning and its effect on school leavers aspirations

The analysis will be done using quantitative data already regularly collected from islands, as well as primary data to be collected by the intern. Data may be collected using any number of methods, depending on the strengths of the intern; this may include semi-structured interviews or production of a short survey.

Tasks are likely to include:

- Collecting qualitative data from key stakeholders in the islands
- Analysing and synthesising both qualitative and quantitative data
- Producing written analysis of the key findings from the above tasks

Skills required

We are looking for someone with excellent analytical and communication skills, who enjoys being part of a team, and who is an independent thinker. We would especially welcome applications from students who were either from, or studying in, the islands.

The project can be tailored to the strengths of the intern; for example, if the intern has experience of spatial data analysis, this can be included.

Essential skills include:

- Experience of qualitative research methods, such as semi-structure interviews or focus groups

- Use of Excel, SPSS, or R for analysing available quantitative data
- Ability to analyse and synthesise qualitative and quantitative data
- Excellent writing and communication skills

Timing

The timing of the internship will be agreed with the successful applicant, although anticipated to begin around May 2021.

Queries

SG Analytical Sponsor: Stephanie Weir

Policy Sponsor: Nicola Crook

Enquiries to email: stephanie.weir@gov.scot

Telephone: 07799 581885

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Internship 35: Rural Communities Research and Statistics user evaluation

Policy Context:

The [Rural Communities Research and Statistics](#) branch aims to improve the lives of people living in rural communities in Scotland. The work carried out in the branch is diverse including projects on attitudes to land reform and encouraging more women into agriculture.

The objective of the project is investigate how much of the research and statistics produced by the branch makes an impact on policies/legislation and whether the evidence produced is meeting its end aim of improving life in rural communities. The aim is that the project helps with both our prioritisation of what to focus on and a better understanding of the way to put out data/ information that lands well and meets user needs.

Project details

The intern will be based in Rural Communities Research and Statistics which is a branch in the Rural and Environment Science and Analytical Services unit. This is normally based in Q Spur, Saughton House, Scottish Government, Edinburgh but remote working is possible during the on-going COVID pandemic.

This project will involve the following tasks:

- 1) Establish comprehensive list of rural communities research/statistics over the last 5 years.
- 2) Map evidence users and stakeholders
- 3) Design a mixed method user evaluation research method including a) literature review synthesis
b) evaluation questionnaire which will collect user views of completed research and future research and c) topic guide for qualitative interviews.
- 4) Carry out quantitative and qualitative research
- 5) Report on the research in ways tailored to each of the groups who were involved in the research project. Any reports will be easy read in plain English using data visualisation and infographics. Presentations will be accompanied by PowerPoint slidepacks. Additionally, it is expected that the presentations could be recorded and used again with future audiences. A “Lessons learned” report will be written guiding researchers and statisticians in the team with good practice going forward.

Dimensions of the work might include:

- looking at requests and communications we have had about publications
- speaking to stakeholder organisations (not the research institutions we work with, but relevant NGOs, fora etc.) So likely more qualitative than quantitative based on the number of relevant groups.

Specific research questions include:

Tracing the journey of the research – where it came from, what was its policy purpose?

Did it fulfil the objectives that it was intended to?

Asking what desired impact of evidence is

How many users read the whole report?

In future – how would they like the evidence to be collected?

Investigating what was given back to respondents. Where researchers have collected information from general public – did they ever hear back?

In terms of boundary issues, this project will not include agricultural statistics or the environment research and statistics.

Skills required

Please be clear skills are desirable and what are essential

Essential

Questionnaire design
Qualitative interviewing
Basic Statistical analysis
Good written and oral communication
Good team player

Desirable

Data visualisation
Infographics

Timing

The timing of the internship will be agreed with the successful applicant.

[Our preferred timescale](#) - May 2021-July 2021 – but this is open to discussion.

Queries:

SG Analytical Sponsor: Dr Emma McCallum

Enquiries to email: Emma.McCallum@gov.scot

Telephone: 0786 6 11 0487

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Internship 36: Assessing Transport Trends during COVID-19 Pandemic

Policy Context:

Transport Scotland is the national transport agency for Scotland. We seek to deliver a safe, efficient, cost-effective and sustainable transport system for the benefit of the people of Scotland, playing a key role in helping to achieve the Scottish Government's Purpose of increasing sustainable economic growth with opportunities for all of Scotland to flourish.

Our National Transport Strategy sets out a vision for our transport system for the next 20 years and outlines the four priorities for our transport system: reduces inequalities; takes climate action; helps deliver inclusive economic growth; and improves our health and wellbeing.

Transport Analytical Services are responsible for providing evidence and analytical insight to support the development of the Scottish Government's transport policy and long term vision, as well as working closely with other policy areas in S Government such as health.

Project details

Please explain the project here, and the team intern would be working. This can be tightly defined e.g. to work on a particular report out of a particular dataset, or broader e.g. to work in a general analytical area on a particular type of problem.

Over the past year the COVID-19 pandemic has had a profound impact on travel behaviour and as a result our transport system. The transmission risk of the COVID-19 virus has resulted in more people working from home, a reduced capacity on public transport to accommodate physical distancing, and at times the closure of sections of the economy such as non-essential retail & hospitality.

As part of our response to COVID-19 we have routinely collected and analysed travel behaviour for all transport modes and monitored public attitude towards travel during the pandemic. The trends are published weekly on our website [Covid-19 Transport Trend Data](#).

Our weekly transport trends provides a snapshot of changes compared to pre-pandemic travel behaviour.

This project will focus on using data collected over the course of 12-15 months during the pandemic to explore travel trends during this time and identify any medium / longer term trends. The intern will be required to undertake an analysis of this data, for example this might include:

- An assessment of the changes in trip rate for different modes e.g. levels of cycling and walking, bus, rail, car etc.
- Explore the effects of implementing different restrictions on travel trends.
- An assessment of the changes in public attitudes towards transport and travel e.g. concerns using public transport, differences according to age, gender etc.

This project provides a unique opportunity to use a variety of research and analytical skills to understand the impact of the pandemic on our transport system and consider how this analysis can help inform future policy. This post will be based in Transport Analytical Services working with the Research, Statistics & Evaluation Team.

Skills required

- Strong research & analytical skills: knowledge and application of qualitative and quantitative methods, and analytical techniques.
- Knowledge and experience of organising and analysing a variety of data sources.
- Good written communication skills: experience of writing up research and detailed analysis into a report format.
- Ability to manage a number of tasks at the same time and plan work to meet deadlines.

- Work flexibly as part of a small team.

Timing

The timing of the internship will be agreed with the successful applicant.

Queries:

SG Analytical Sponsor: Suzanne Motherwell

Enquiries to email: suzanne.motherwell@transport.gov.scot

Telephone: 07392317093

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Internship 37: How do we evaluate rail projects?

Policy Context:

Transport Scotland is the national transport agency for Scotland. We seek to deliver a safe, efficient, cost-effective and sustainable transport system for the benefit of the people of Scotland, playing a key role in helping to achieve the Scottish Government's Purpose of increasing sustainable economic growth with opportunities for all of Scotland to flourish.

Our National Transport Strategy sets out a vision for our transport system for the next 20 years and outlines the four priorities for our transport system: reduces inequalities; takes climate action; helps deliver inclusive economic growth; and improves our health and wellbeing.

Transport Analytical Services are responsible for providing evidence and analytical insight to support the development of the Scottish Government's transport policy and long term vision, as well as working closely with other policy areas, such as health.

Project details

Please explain the project here, and the team intern would be working. This can be tightly defined e.g. to work on a particular report out of a particular dataset, or broader e.g. to work in a general analytical area on a particular type of problem.

This is an exciting opportunity to learn more about evaluation design & practice within a specific area of transport policy. Drawing on a range of knowledge and skills the intern will be required to assist the Head of Transport Evaluation to undertake a review of rail evaluation practices and refresh Transport Scotland's existing rail evaluation guidance.

The exact objectives for the internship will be finalised closer to the internship date but are likely to include some of the following:

- Rapid review of existing rail evaluation processes & practices within Transport Scotland e.g. Guidance for the Evaluation of Rail Projects.
- Consider the impact of COVID-19 pandemic on evaluation design and practice e.g. limited data sources, adapting outcomes.
- Identify gaps across the rail portfolio where evaluation could add value and identify good practice examples from the rest of the UK.
- Conduct a series of stakeholder interviews to explore expectations and evaluation requirements.
- Write up findings and support the Evaluation Team to refresh and develop the guidance for evaluating rail projects.
- Organise an event to disseminate the guidance and share best practice.

Skills required

Specific skills required include and the likely context is listed below:

- Strong research & analytical skills : design & develop questionnaire surveys and stakeholder interviews, support the facilitation of workshops, analysis of quantitative and qualitative primary and secondary data.
- Good written communication skills: write up evidence reviews and preliminary research findings.
- Awareness of good evaluation design: drawing on HM Treasury Magenta Book and Green Book.
- Experience of undertaking evidence reviews: undertaking rapid evidence reviews and literature reviews.
- Ability to manage a number of tasks at the same time and plan work to meet deadlines.
- Work flexibly as part of a small team.

Timing

The timing of the internship will be agreed with the successful applicant.

Queries:

SG Analytical Sponsor: Suzanne Motherwell

Enquiries to email: suzanne.motherwell@transport.gov.scot

Telephone: 07392317093

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Internship 38: Scottish Household Survey: developing data dissemination

Policy Context:

The [Scottish Household Survey](#) is a central part of the data and evidence landscape that underpins our work to improve outcomes for Scotland as expressed in our National Performance Framework. This is our statement of what SG wants to achieve for Scotland and how SG measures progress towards this: agreed across the Parliament, with local Government, business and 3rd sector groups. From the 81 measures, the Scottish Household Survey accounts for a third of these. And that's because SG success in meeting its objectives depends on people's life experiences, something that SG surveys are helping us to understand.

Part of the power of the survey is that it covers such a wide range of subjects. The survey is used within Government to allow us to take better decisions.

Not just for Scotland as a whole, but helping to understand the experiences of different parts of Scottish society to help our action in Government to support diversity and reduce inequalities.

The survey is a key source of local area data too – supporting local authority benchmarking, and in combination with other household surveys now providing even more local data to help community and service planning.

Project details

The intern will be working in the Scottish Government's Scottish Household Survey team. We're normally based in Victoria Quay in Edinburgh, but are all working from home at the moment, with regular online meetings.

The small team is made up of statisticians and a researcher and is very friendly. We've won the Scottish Government Communicating Analysis Excellence award and the UK-wide Government Statistical Service Champion of Champions, and been runner up in the Royal Statistical Society award. We strive to continually improve the way we communicate our statistics.

This project would be extending our innovative way of disseminating data – for example, through infographics, films, animations, podcasts, and further development of our [data explorer](#). The intern can shape a new way of disseminating the Scottish Household Survey data.

Skills required

Essential:

Good communicator

Creative

Self-starter

Team player

Statistics

Desirable:

SPSS/SAS

R

R shiny

R markdown

Inkscape

Timing

The timing of the internship will be agreed with the successful applicant.

Queries:

SG Analytical Sponsor: Alison Stout
Enquiries to email: alison.stout@gov.scot

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Internship 39: Asylum and Refugee Integration Policy in Scotland

Policy Context:

This is an exciting opportunity to work on a high profile policy area. In applying analytical and report writing skills, an intern will support the Scottish Government in enhancing the implementation of the [New Scots' Strategy \(2018-22\)](#), Scotland's refugee integration policy framework.

The 'New Scots' refugee integration strategy sets out an approach to support the vision of a welcoming Scotland, where refugees are able to rebuild their lives and integrate into society from the day they arrive. To achieve this, the strategy works to ensure Scotland follows a rights based approach to integration that reflects both the formal international obligations the UK has and the long-standing commitment of successive Scottish Governments to address the needs of refugees and asylum seekers on the basis of principles of decency, humanity and fairness.

The Scottish Government is now taking forward a large scale two-year (2020-2022) European Union funded project to expand the impact and reach of 'New Scots', in partnership with COSLA, Scottish Refugee Council and the UNESCO Chair at the University of Glasgow. The project is supported by £4.5million from the Asylum, Migration and Integration Fund (AMIF), significantly increasing support for the integration of refugees in Scotland's communities. The project aims to develop an exemplar of the 'New Scots' strategy which can be referred to as international good practice.

Research and Evaluation is a key element of this project, both supporting project monitoring and delivery, and providing key research and evaluation evidence to support policy and develop the international exemplar. The internship provides the opportunity to contribute to the development of this work, working alongside the project team and analytical service colleagues.

Project details

The internship will be based in the Connected Communities Division, which covers government policy on faith & belief, hate crime and extremism, asylum and refugee integration, and supports the work in Scotland on Prevent - one of the UKs counter terrorism (CT) strands.

The intern will provide analytical support for the New Scots Project team. The exact projects the intern will work on will depend on the priorities at the time of the internship, and on the specific interests and skills of the intern, but will predominantly involve supporting the evaluation of the 'New Scots' strategy, including updating an existing evidence review, data collection and analysis.

You may also be involved in projects requiring:

- summarising and writing concise reports clearly identifying key findings and messages
- working with government analysts and policy makers across the Scottish Government
- the communication of findings in the form of short briefing papers or presentations for a range of Scottish Government audiences

There will also be opportunities to attend training sessions and meet with other analysts, interns and policy makers from across the Scottish Government (either virtually or in-person, depending on Covid-19 restrictions in place at the time of the internship)

Location

Depending on the level of Covid-19 restrictions in place at the time of the internship, the intern will either be based at the Scottish Government office in Glasgow, or home-based. Currently, Scottish Government employees are working from home.

Skills required

Essential:

- Excellent understanding of quantitative and/or qualitative (preferably both) research methods

- Experience of quantitative and/or qualitative (preferably both) research design, data collection and analysis
- Ability to synthesise and analyse large amounts of information and data
- Ability to write clearly and concisely for different audiences
- Good interpersonal and team-working skills
- Ability to work to tight deadlines and good organisational skills

Desirable:

- Knowledge of asylum and refugee integration policy in Scotland

Timing

The internship will take place for three months during the summer of 2021. Ideally, the internship will start as early as possible, but the precise timing is flexible and will be agreed with the successful applicant.

Queries:

If you have any queries about this internship or would like more information, please contact Eilidh Currie (contact details below).

SG Analytical Sponsor: Eilidh Currie

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