



Scottish
Graduate
School of
Social
Science



Scottish Government
Riaghaltas na h-Alba
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SGSSS-SCOTTISH GOVERNMENT INTERNSHIP SCHEME PROJECTS STARTING OCTOBER 2021 ONWARDS

Application Deadline: Monday 30th August 2021

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. Which 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

Internships can be on a full-time or part-time working basis for **three months** (13 weeks) or longer if part-time. The available working hour arrangements will be highlighted in each project. 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 due to Covid-19 working with primarily based at home unless otherwise stated. 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 discipline*;
- 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).

*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

The internships should start no earlier than **October 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.

How to apply

Applicants should submit via an **online application** available on the SGSSS website,

The deadline for applications is **5pm on 30th August**.

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 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 Alana Scott (SG) 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 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 place applicants so we may not be in touch for approximately 4 weeks after the deadline. SGSSS will inform of unsuccessful applications and if successful the Scottish Government host will contact you to offer you a place and/or to seek further information from you. If you have not heard back from us within 6 weeks of the deadline then please contact Alana Scott on the email below.

Additional information

The Scottish Government Internship Scheme Manager is Alana Scott, Office of the Chief Researcher, email Socialresearchinterns@gov.scot and the SGSSS contact is Eimear Musgrave, 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 submit to the SGSSS (within 6 weeks) an End of Internship 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 44 advertised internship projects available, in addition to the 'pool'. See table below

Rows that are blank have received enough applications and are now closed

No	Host Area	Internship Title	Contact
	Any	Analyst Pool	Alana Scott
1	DG Corporate /Dig	Review of open data in Scotland	Martin Macfie
2	DG Corporate /Dig	Climate change and the environment – Data Discovery Project	Ben Clapperton
3			
4	Constitution and external	Communicating Covid: Using data visualization to develop understanding and impact	Michael Abell
5	People Directorate	Scottish Government staff insights research	Cheryl Bailey
6	Local Government and Communities	Third Sector/Volunteering Research Internship	Liz Ravalde
7			
8	Transport Scotland	Factors influencing and determining modal preferences in travel choices to and from Scotland's islands	Caroline Gregory
9			
10	Digital	Future of household surveys in a post-pandemic world	Laura Pollitt
11			
12	Marine Scotland	Women working in Scottish Aquaculture: A Review of women's experiences of entry, retention and progression in the aquaculture industry, exploring barriers and approaches to overcome them.	Kay Barclay
13	Marine Scotland	Drivers of change in the Scottish fishing industry	Kay Barclay
14			
15	Scottish Procurement and Property Directorate	Public Procurement in Practice - developing the evidence base around public procurement in Scotland	Susan Gardiner
16	Population Health	Research to support policy development around tackling malnutrition, including adult and childhood obesity	Gabija Povilaityte
17	Office of the Chief Designer	Research and Evaluation within Connecting Scotland to tackle digital exclusion and help shape a £200 million programme.	Dr Mark Hartswood
18			

19	Tax and Fiscal Sustainability	Let's Talk about Tax: understanding tax priorities in Scotland	John Stephens
20			
21			
22	Directorate for Organisational Readiness	Government openness, transparency and accountability	Gill Cruickshank
23			
24	Health and Social Care	International models of Residential Rehab	Anniek Sluiman
25			
26	Advanced Learning and Science	The role of community based learning in improving life chances and empowering communities.	Elaine Drennan
27	Health Social Care/ COVID Public Health	Ethnicity, and experiences and perceptions of mental health	Duncan McCaig
28	Health Social Care/ COVID Public Health	Exploring the relative importance of equalities characteristics for mental health	Duncan McCaig
29	Directorate for Organisational Readiness	Equality and democratic participation: making voting more accessible	Gill Cruickshank
30	Health Social Care/ Mental Wellbeing and social care	Evidence to Support the Transformation of Communities Mental Wellbeing and Prevention in Scotland	Anja-Maaïke Green/Sarah Thompson
31			
32			
33			
34	Education and Justice / Learning	Child Protection evidence base development	Franca MacLeod
35	Safer Communities	Justice Vision and Priorities – Equalities Impact Assessment	Catherine Bisset
36	Safer Communities	Women in the justice system	Catherine Bisset
37	Safer Communities	Tackling violence in Scotland – ensuring the evidence is center stage	Fran Warren
38			
39	Environment and Forestry (ENFOR)	Exploring environmental attitudes and behaviours in Scotland	Duncan McCaig

40			
41			
42			
43	Directorate For Housing And Social Justice	Equality Data Improvement Programme: Improving the equality evidence base across the public sector	Jon Hunter
44	DG – Corporate/Digital	Data Transformation Framework Developer	Sally Kerr

POOL APPLICATIONS

Internship: 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 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 above in the general advertisement, but others will 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: SocialResearchInterns@gov.scot

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Internship 01: Review of open data in Scotland

DIRECTORATE GENERAL: DG - Corporate

Directorate: Directorate for Digital

Division/Team: Data and Digital Identity / Open data

Policy Context

The open data team within the Scottish Government sits within the Data and Digital Identity Division. We work very closely with our data standards and data innovation colleagues and we are responsible for two broad strands of work.

- Open data policy in Scotland – providing the broad framework and direction of travel for open data, as well as providing advice and feedback on open data to public sector organisations within Scotland.
- Publishing and management of a statistics open data publishing platform, www.statistics.gov.scot, one of a number of public sector open data portals in Scotland.

In March 2021, “A changing nation: how Scotland will thrive in a digital world” was published” by the Scottish Government and CoSLA. This sets out the measures which will ensure that Scotland will fulfil its potential in a constantly evolving digital world. Data is key to this strategy, and it helps set out the current situation, direction and ambition for open data. There is significant work underway to systematically use data to create value: saving time, money and lives for people and supporting sustainable and inclusive economic growth in Scotland. There are a number of activities set out within this strategy which pertain to open data. There are also a number of other related strategies concerning open data in Scotland: for example, the Open Data Strategy and the Scotland’s membership of the Open Government Partnership.

This internship is an opportunity to contribute to important analytical work in a rapidly evolving policy environment, through evaluating past programmes on open data and contributing to future strategies.

Project Details

There are a number of projects the intern could be involved in depending on their skills and experience:

- 1) Landscape review of Scotland’s public sector open data activities compared with other administrations, including researching the feasibility and appropriateness of conducting the Open Data Barometer for Scotland
- 2) Recommending specific activities the Scottish government could take forward from the Optimat led workshop on open data.
- 3) Conducting and documenting a review of the barriers and opportunities around publishing open data, potentially in collaboration with some of our partners. Advising on ways to encourage statistics producers and other public sector organisations to publish 3* and 5* open data in a sustainable way, and to encourage senior leaders buy-in. Provide advice / suggestions on how to maximise the reach of open data stakeholders so we can reach out to new audiences in the public sector – to get more people to realise and act on the positive reasons for open data.
- 4) Building a bank of case studies where opening up data has provided economic, social, environmental value in Scotland and working with Open data and data standards team members to achieve a communications and dissemination strategy around this

We would expect the outputs of these activities would be in the forms of reports, presentations and shared resources

Skills required

- Good written and oral communications skills – particularly presenting technical information in an accessible and engaging manner

- Strong analytical skills – an ability to assess, analyse and synthesise data, research and other information from a range of sources
- Ability to work collaboratively, constructively, and impartially
- An ability to work independently and flexibly as part of a team.
- Relevant experience in open data / data publishing is preferred but not essential

Hashtags

#opendata #collaboration #addedvalue

Timing and working hours

The timing of the internship will be agreed with the successful applicant, available as full-time or part-time 3 months pro-rata

Queries

SG Analytical Sponsor name : Martin Macfie
Contact details : Martin.Macfie@gov.scot

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Internship 02: Climate change and the environment – Data Discovery Project

Directorate General: Corporate
Directorate: Digital

Policy context:

Data driven policy – saving time, money and lives.

Administrative Data Research (ADR) Scotland aims to make better use of public sector data by streamlining processes to enable research in the public good; harnessing the massive potential of Scotland's data to inform and drive policy to improve the lives of people in Scotland. ADR Scotland will make the process more efficient by holding linkage-ready data securely within a new infrastructure to reduce the administrative burden on data controllers of provisioning data for research.

ADR Scotland's objectives will be delivered through three streams of activity: linkage ready data, enhanced infrastructure and Strategic Impact Programmes (SIPS). SIPS are research priorities that administrative data could help to address, developed in collaboration between academic researchers, Scottish Government analysts and policy makers so that the research ADR Scotland enables can inform Scottish Government policy and maximise public benefit.

Project details:

The intern will work with the Data Acquisition Team (DAT) which sits within the Data for Research Unit in Scottish Government. Part of the team's work programme running through to 2022 is to conduct data discovery projects. These projects aim to engage policy and analyst teams in selected areas of the Scottish Government with the ADR Scotland programme in order to develop an understanding of the:

- Current and future pressing policy issues;
- Potentially high-impact research which could be conducted to address these issues;
- Datasets which exist across Scottish Government and the wider public sector to enable this research;
- Data controllers and the information governance involved with acquiring these datasets;
- Any potential barriers which exist to acquiring or processing these datasets into a research-ready form.

Through engagement with the relevant stakeholders, and from a good understanding of the above items, a project plan is developed – detailing a programme of the necessary actions to acquire and process the datasets identified, for ingest into the ADR Scotland infrastructure. By careful documentation, curation and communication of the information gained from the engagement process, the team collaborates with all stakeholders to develop feasible, high-impact research projects generated to inform policy in the public good.

This internship is an opportunity to conduct a data discovery project focussed on climate change and environmental policy areas. With COP 26 hosted by Glasgow in November, this is a fantastic opportunity to engage directly with Scottish Government policy makers and analysts in one of the most exciting, challenging and relevant policy areas of our time. The successful intern will gain direct insight on the challenges currently faced within government and academia on performing social research in this area and have the opportunity to develop networks with a wide range of stakeholders. This important piece of work has the potential to lead to research, which directly impacts and improves the lives and outcomes of people living in Scotland.

The team's office location is Victoria Quay, Edinburgh, however current Scottish Government guidance is for staff to work from home where possible and it is likely that this project can be conducted remotely.

Skills required

Essential:

- Good written and oral communications skills with the ability to interpret and articulate complex or technical issues clearly and succinctly.
- Ability to work collaboratively
- Good planning and project management skills - managing the progress and delivery of complex and time-limited programmes or projects.
- Strong analytical skills – an ability to assess, analyse and synthesise data, research and other information from a range of sources

Desirable:

- An ability to work independently and flexibly as part of a team.
- Relevant experience in climate change science and/or environmental impact on health is preferred but not essential

Hashtags: #data #COP26 #DataDrivenChange

Timing and hours availability:

timing to be agreed with candidate, full-time or part-time (pro-rata) available

SG Analytical Sponsor name & contact details: Ben Clapperton

Ben.Clapperton@gov.scot

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Internship 04: Communicating Covid: Using data visualization to develop understanding and impact

Directorate General: Constitution and External Affairs

Directorate: Constitution and Cabinet
Division/Team: Covid-19 Analysis Division - Social Research & Attitudes Team

Policy context

The COVID-19 Analysis Division leads on all Scottish Government analytical work on coronavirus (COVID-19) and works closely with colleagues in health, operational planning and exit strategy to ensure activity reflects the best data and evidence.

The Social Research and Attitudes looks at the wellbeing of the public through the pandemic, and the factors that enable and inhibit people to be safe and well. The team provides Ministers and policymakers with evidence about public attitudes and behaviours, and helps to tailor activities so they have most impact.

The team has collected data through the pandemic at a population level and is able to break this down by sub-groups of the population (e.g. gender, age, household income). As we move into Scotland's recovery from the pandemic, it is important that we can communicate this data powerfully and meaningfully to different audiences. The visualization of data, through visual graphics, stories, and vignettes, increases the power and range of research findings to different audiences, and enables decisions to be stronger and more evidence-based.

Project details:

The project aim is to consider how we can make research and evidence more vivid and visual, so that information is provided in a powerful, engaging and accessible way. This will involve distilling research evidence from a range of quantitative and qualitative sources into understandable and accessible visual format - that convey the meaning of research data.

We will use this to develop understanding amongst policy colleagues and external stakeholders. We anticipate the outputs from this internship will be a slide pack and/or a written report.

Skills required

This would suit a social researcher who is interested in thinking about translating research data and evidence into powerful communications. It would suit people with strong knowledge of social science data and methods, as well as an interest in the impacts of COVID-19 on society, and having impact on policy and decision making.

Timing and working hours

The timing of the internship will be agreed with the successful applicant. Full time / part time available.

Hashtags

[#COVID](#) [#socialresearch](#) [#researchvisualization](#) [#wellbeing](#) [#policy](#)

Queries

SG Analytical Sponsor name: Michael Abell

Contact Michael.Abell@gov.scot

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Internship 05: Scottish Government staff insights research

Directorate General: DG Corporate
Directorate: People Directorate

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 analysing and reporting on quantitative and qualitative data from a range of sources, including the annual Civil Service People Survey covering approximately 500,000 civil servants. There will be a focus on improving and automating existing analytical outputs. 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

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

Timing and working hours

This internship would ideally start in October 2021, however timing is flexible and will be agreed with the successful applicant. Full or part time available

Queries

SG Analytical Sponsor name: Cheryl Bailey
Contact cheryl.bailey@gov.scot

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Directorate:	Local Government and Communities
Division/Team:	Third Sector Unit/ Local Governance and Reform Research
Internship title:	Third Sector/Volunteering Research Internship

Policy context:

The intern will work with Scottish Government analysts to support the work of the Scottish Government's Third Sector Unit (TSU). The TSU supports the delivery of sustainable third sector services, with the aim of empowering the third sector and local communities. It supports third sector organisations help make Scotland a wealthier and fairer place. This work focuses on having:

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

During 2020 and 2021, the TSU has focused primarily on responding to COVID-19, and the impact of the pandemic for third sector organisations and their beneficiaries. 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.

Project details:

The intern will provide analytical support for the work of the Third Sector and/or Volunteering policy 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 focus on providing analytical support in one or more of the following areas: continuing analysis of the third sector response to the Covid-19 pandemic and/or the Scottish Government's support for third sector organisations during the pandemic; continuing analysis of the post-pandemic recovery and needs of third sector organisations; the Volunteering Outcomes Framework; and the Scottish Government's Social Enterprise Strategy.

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)

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 and working hours

The expected start date for the intern is October 2021, with flexibility around the precise timing. Full and Part-time applications accepted.

Hashtags

#thirdsector
#volunteering #volunteeringforall

SG Analytical Sponsor name: Liz Ravalde
Contact Liz.Ravalde@gov.scot

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Internship 08: Factors influencing and determining modal preferences in travel choices to and from Scotland's islands

Directorate General: Economy
Directorate: Transport Scotland
Division/Team: AMFC / Transport Strategy & Analysis

Policy context

The Scottish Government is working on producing a 10-year Islands Connectivity Plan (ICP) by December 2022 which will replace the existing Ferries Plan 2013-2022 but also look more widely at travel options including aviation and fixed links. The new Plan will be developed in the context of the National Transport Strategy and the National Islands Plan. Transport Scotland currently provides direct and indirect financial support to ferry and air services to islands and remote mainland locations and wishes to take a more co-ordinated policy approach to these interventions, in order to best meet user and community needs and provide value for money. Both modes also face the challenge of moving towards zero carbon emissions.

Project details:

This would be a discrete project within the ICP, working with Ferries, Aviation and Analytical Services officials. The objective would be to identify the degree to which the markets for island travel by air and by ferry differ or overlap, what factors influence users to choose one option over the other, what characteristics of each mode are valued by users, and what supply side changes would be needed to influence a change in behaviour.

This is expected to require data gathering and analysis of relevant research material from Scotland and beyond as well as route-level carryings data, timetables and existing user feedback. There will also be the opportunity to undertake some direct engagement with communities and transport providers and potentially initiate some user survey work.

Skills required

- Strong analytical skills: ability to assess, analyse and synthesise data, research and other information from a range of sources.
- Strong organisational skills and self-motivated
- Strong written communication skills with experience of producing high quality written work appropriate for a range of audiences Proficient in the use of ICT, as a tool for analysis and reporting
- Excellent interpersonal, networking and team working skills

Timing and working pattern

Date to begin is flexible, part-time and full-time patterns acceptable.

Hashtags

#islands #ferries #aviation

Queries

SG Analytical Sponsor name: Caroline Gregory

Contact Caroline.Gregory@transport.gov.sco

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Internship 10: Future of household surveys in a post-pandemic world

Directorate General: Corporate
Directorate: Digital

Policy context:

Surveys provide among the highest quality evidence available for a broad range of Scottish Government policy development and monitoring activities. Much policy-relevant evidence cannot be gained from administrative sources and knowing people's opinions is critical in governance and policy-making. For example, the majority of crimes are not reported by victims and hence don't appear in police recorded crime statistics.

High quality surveys used in Scottish Government, feed into a number of national and official statistics publications, are used to monitor over half of National Performance Framework Indicators, provide evidence for Single Outcome Agreements and a number of Benchmarking Frameworks and to inform cross-reaching policy development.

Project details:

There are three large Scottish Government household surveys; the Scottish Health Survey (SHeS), the Scottish Household Survey (SHS) (encompassing the Scottish Household Condition Survey (SHCS)), and the Scottish Crime and Justice Survey (SCJS). These surveys are an essential source of data and provide detailed information on a number of topic areas including equality characteristics, housing, fuel poverty, energy efficiency, transport, culture, volunteering, childcare, health, satisfaction with public services, and perceptions of crime. Data from these surveys feed into four national statistics publications and multiple National Performance Indicators.

Prior to the Covid-19 pandemic the household surveys held face-to-face interviews with around 20,500 households per year. Combined data from these surveys also feeds into the Scottish Surveys Core Questions which allows more detailed analysis for local authorities and small population groups than each of the surveys alone. This is particularly important for providing data on equality characteristics.

In response to COVID-19, all Scottish Government face-to-face interviewing was paused in March 2020. Individual surveys have taken different approaches to data collection during the suspension of face-to-face interviewing with the majority of work being focussed on telephone interviews. This mode of surveying has lower response rates than face-to-face meaning a much larger number of households need to be contacted to achieve a satisfactory sample size. The switch to telephone has also increased the potential for bias in the estimates made from the data, with proportionally fewer people from deprived areas, younger age groups and from rented accommodation responding. This means the data may provide a less accurate and representative picture of Scotland's population as a whole.

As restrictions ease and a return to in-person interviews becomes possible it is essential to evaluate alternative collection methods and the use of other data sources. There is flexibility to shape the project depending your skills and interests but broadly you will examine best practice across the global survey landscape in order to inform the Scottish Governments Survey Strategy. This could include evaluating multi-mode approaches, how we use admin data in place of survey questions, time series comparability, and international best practice. This project will help ensure that the Scottish Government's population surveys continue to meet key information needs while maximising the analytical potential of the data they generate, the precision of estimates and value for public money. Findings from the research you undertake will inform the future of Scotland's surveys.

Skills required

- 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.
- An ability to work both independently and flexibly as part of a team.

Timing and working pattern : We will be looking for someone to start as soon as possible in order to inform decisions for the 2022 survey year. Any working pattern may apply.

Hashtags

#Evidencebasedpolicy #futureofsurveys #respondingtoCovid

Queries

SG Analytical Sponsor name:Laura Pollitt

Contact Laura.Pollitt@gov.scot

Internship 12: Women working in Scottish Aquaculture: A Review of women's experiences of entry, retention and progression in the aquaculture industry, exploring barriers and approaches to overcome them.

Directorate General: DG Economy
Directorate: Marine Scotland
Division/Team: Marine Analytical Unit

Policy context:

Aquaculture is an increasingly important industry for Scotland and plays an important role in helping sustain economic growth in rural and coastal communities. In 2018 the economic contribution of the sector was valued at £238 million GVA and was responsible for the employment of 2,238 people.

The Scottish Government supports the sector's vision for sustainable growth 2030. Part of the vision is to significantly increase the number of jobs and we are keen that equality is at the forefront of thinking when considering jobs creation within Scottish aquaculture.

Based on an internal 2018 pilot study around 15% of Scottish aquaculture positions were held by women. In recent years there has been a call to encourage more women to consider careers in aquaculture and a drive to support those already working within the industry. In 2019, with support of the Scottish Government, the industry-led Women in Scottish Aquaculture (WISA) group was launched to help foster and support women's career development within the industry at all levels. Supporting Women in Scottish Aquaculture is a PfG (2019/20) commitment.

Project details

The aim of this project is to produce an in-depth review of the experiences of women in Scotland's aquaculture industry, with a focus on barriers to entry, retention and progression, and approaches to overcome them, exploring ways to increase opportunities for women in aquaculture.

The internship will look at experiences at all levels of Scotland's aquaculture sector- from those working on-site to those in managerial and research roles.

This will involve reviewing existing literature, evidence, research reports and other published outputs and grey literature, on the role of women in Scottish aquaculture and the current industry policies on women working in the sector. The literature review will focus on the situation in Scotland but may also draw on any relevant literature from other countries where there is applicable learning to draw on.

The project will also involve a small number of telephone/ zoom interviews with women who work/ have worked in aquaculture businesses, business owners and representative organisations to collect some qualitative primary data on the issue.

If possible, it would also be useful to understand how to incentivise women who live in the local area of an aquaculture farm to seek employment in the industry. Getting more of the local community directly employed would potentially help to support the social acceptability of the aquaculture.

The output of the project will be a report and a presentation setting out findings covering:

- research on women's experiences on barriers, and approaches or actions taken to overcome them
- gender-policies held by aquaculture companies operating within Scotland

- data on the gender distribution of women currently working within Scottish Aquaculture by sector area (e.g. on-site workers, site managers, area managers, researchers and so on)
- current systematic and cultural barriers facing women at all levels in Scottish Aquaculture
- information about how to incentivise local women to seek employment in aquaculture near to where they live and strengthen community support for aquaculture
- recommendations for an industry code of 'best practice' to support women entering and working within Scotland's aquaculture industry and to help the industry to begin to dismantle and cultural and systematic barriers where they exist

The specific objectives of the project are thus:

- Review empirical and theoretical literature (published and grey) on the women in Scotland's aquaculture industry
- Review 'gender policies' held by aquaculture companies operating within Scotland
- Carry out interviews with women/workers and business owners to identify any systemic and cultural barriers to women entering staying/advancing and codes of 'best practice' that facilitate the participation of women within the industry.
- Present findings and recommendations to Scottish Government colleagues and the WISA group.

Project Deliverables

A report and presentation on the findings of the project.

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 and working pattern

Any time after October. Full or part time applicants are welcome to apply

Hashtags

#Scottishaquaculture #women in aquaculture

Queries

SG Analytical Sponsor name: Kay Barclay

Contact Kay.Barclay@gov.scot

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Internship 13: Drivers of change in the Scottish fishing industry

Directorate General: DG Economy
Directorate: Marine Scotland
Division/Team: Marine Analytical Unit

Policy context

The increased competition over the use of Scotland's seas has an impact on fishers' use of the sea, leading to changing fishing patterns and trends.

In light of the large social, political and economic shocks recently experienced on a national and international scale (Bexit and Covid-19), and the shocks that may yet come (e.g. extreme weather events due to climate change), it is increasingly important that we better understand the range of drivers that lead to changes in fishing activity.

In response to these recent and future changes, Marine Scotland is producing an ambitious set of policies each with potential to influence or affect the behaviour of fishers and others in the industry. The Blue Economy Action Plan seeks to increase the resilience of coastal communities, protect our marine biodiversity through MPAs and bring about a just transition to net zero through an increase in marine renewable energy (amongst other things).

Government policy can create one set of drivers affecting fishers' behaviour, but there are many other factors such as climate change, quota, fish stocks and their location, seasonal variations, personal factors, size of boat etc. These factors need to be understood and monitored to enable effective marine management.

In order to better understand the drivers of change within the fishing industry, Marine Scotland is designing a strategic monitoring plan for fisheries.

Project details

MAU analysts are currently working to design a strategic monitoring programme for fisheries which will, once implemented, provide insights into fishing trends and patterns over time and help us to predict fisher behaviour in response to future changes.

Marine Scotland holds a wealth of data on fishing activity and the first step in designing the strategic monitoring plan is to conduct a review of existing datasets, how they can be used, and what they can tell us.

Another component of the design phase is to determine which are the best indicators to use for monitoring and understanding drivers of change in the fishing industry.

An initial stage of this work, therefore, is to assess our current understanding of what drives and influences the behaviour of fishers. An intern is required to carry out this assessment through a two-part project which will:

- Gain an understanding of what policy makers consider to be the drivers of change through a set of targeted interviews with relevant officials in Marine Scotland
- Gain an understanding of the views of a small number of fisheries representatives on the same question
- Gain an understanding of the existing research on the topic through a literature review on the longer term historical trends in fishing activity exploring drivers of change in Scotland over the past 10 years

The review will explore different fleet segments and gear types, with a focus on the inshore fleet as this is where most interactions with marine developments occur.

The main objectives of the review are to:

- Conduct a review of literature, reports and articles on the subject in hand using a range of databases and the SG library service
- Conduct a small number of telephone/zoom meetings with Marine Scotland policy officials and fishing sector representatives
- Produce analytical outputs including a report and presentation that summarise key research questions

The intern will be a member of the Marine Analytical Unit and will be 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 reviews
- Experience and knowledge of both qualitative and quantitative data
- Experience conduct semi structured qualitative interviews
- Experience analysing qualitative data
- Good written and oral communications skills.
- 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 of seafood/fishing industries is desirable but not essential.

Timing and working pattern

October onwards, Full or part time positions are possible

Hashtags

#Fishingindustry #fishing,

Queries

SG Analytical Sponsor name:Kathleen Allen

Contact Kathleen.Allan@gov.scot

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Internship 15: Public Procurement in Practice - developing the evidence base around public procurement in Scotland

Directorate General: Corporate
Directorate: Scottish Procurement and Property Directorate
Division/Team: Procurement and Commercial Policy and Strategy
Division/Procurement Policy Team

Policy context

A significant amount of change has taken place within the public procurement landscape in Scotland in recent years. Most notably, the Procurement Reform (Scotland) Act 2014 was designed to bring greater standardisation, proportionality, transparency and sustainability to procurement practice, while encouraging greater access to public contracts. Since 2016, when the Act began to take effect, public bodies across Scotland have sought to ensure that their procurement activity is conducted in line with the legislative requirements while helping the Act to achieve its core policy objectives.

This is an exciting time for Scottish public procurement. A few years have now passed since the Act came into force, and in March 2020, we published our [survey of suppliers](#), which reflected the views of some 1,556 respondents with an interest in working with the Scottish public sector. The survey found that while the Scottish public sector is performing relatively well from a procurement perspective, and that recent efforts to improve procurement have had at least some positive impact, there is still more to do. In particular, there was a clear message that procurement in Scotland is still much too complex, onerous and difficult to navigate, and that procurement needs to be streamlined and simplified to help businesses of all sizes and sectors to bid for – and win – public contracts.

Project details

The intern will play a key role in helping us to further expand our evidence base by testing the survey findings on some public contracts data from the Public Contracts Scotland website. The dataset contains a mixture of quantitative and qualitative data and we wish to better understand whether the complexities and difficulties that suppliers described in the survey are reflected in actual procurement practice across the public sector, looking at indicators such as contract value, length of time for bidding, the number of bids received and so on. The internship will help us to explore the range of potential insights that full analysis of this data can generate.

Time permitting, this may involve analysing data from more than one financial year, to gain an understanding of any changes in practice over time. In addition to the analysis itself, another important strand to the project will involve uncovering any potential weaknesses or gaps within the dataset and helping to identify solutions to improve the quality of the data gathered through Public Contracts Scotland.

The intern will be based in the Procurement Policy team within the Scottish Procurement and Property Directorate. The intern will be managed by a social researcher and will also have contact with policy professionals across the wider procurement team. The intern will be co-located with the Local Government Analytical Unit, where they will be part of a team of social researchers and have links to other analytical professions.

The team is normally based in Victoria Quay in Edinburgh but are all working from home at the moment. Although details are yet to be confirmed, it is expected that the internship will involve a combination of both office-working and home-working.

Skills required

Essential

- Strong quantitative research and analytical skills – knowledge and experience of quantitative research methods and an ability to synthesise and analyse large amounts of data
- Experienced in using MS Excel and statistical packages to analyse, interrogate and present research data
- Strong communication skills – able to share research findings in a clear and concise manner, both in writing and orally
- Ability to work to tight deadlines and good organisational skills
- Good interpersonal and teamworking skills

Desirable

- Interest in and/or knowledge of public procurement in Scotland
- Experience of producing infographics for dissemination of research data

Timing and working pattern

The internship will take place for three months. It is expected that the internship will start in October, although the precise timing is flexible and will be agreed with the successful applicant. We would welcome applications from students who wish to work with us on either a full time or part time basis.

Hashtags

#procurement #quants #deskresearch

Queries

SG Analytical Sponsor name: Susan Gardiner
Contact Susan.Gardiner@gov.scot

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Internship 16: Research to support policy development around tackling malnutrition, including adult and childhood obesity

Directorate General: Health and Social Care
Directorate: Population Health
Division/Team: Health Improvement: Creating Health

Policy context:

Eating well, having a healthy weight and being physically active form part of the public health priorities we have jointly created with the Council of Scottish Local Authorities (COSLA). In July 2018, we published [A Healthier Future: Scotland's diet and healthy weight delivery plan](#). This plan sets out our vision for a Scotland where everyone eats well and has a healthy weight. It also sets out our aim to halve childhood obesity by 2030, and significantly reduce diet-related health inequalities. The plan identifies five key outcomes:

- children get the best start in life - they eat well and have a healthy weight
- the food environment supports healthier choices
- people have access to effective weight management services
- leaders across all sectors promote healthy weight and diet
- diet-related health inequalities are reduced

30% of children in Scotland (age 2-15) are at risk of being overweight, of which approximately half (16%) are at risk of obesity specifically (Scottish Health Survey, 2019). We have set a challenging aim to halve childhood obesity by 2030 and to significantly reduce diet related health inequalities. Halving childhood obesity to 7% by 2030 equates to around 56,000 children over a 12 year period from 2018.

The plan goes together with [a more active Scotland: Scotland's physical activity delivery plan](#), published in July 2018, for supporting and enabling the people in Scotland to become more active.

More than 3 million individuals are estimated to be at risk of malnourishment in the UK, of whom about 93% live in the community. Malnourishment and high risk of malnourishment are common in hospital admissions, at a rate of approximately 24% of all admissions in Scotland. We know who the clinical risk groups are, and who reaches hospital most commonly, but we do not know best estimates of malnutrition or malnutrition risk in the general population in Scotland, or which groups are more commonly affected in community settings in Scotland.

Barriers to drinking well and its health impacts are often similar to malnutrition, yet we know even less about dehydration in Scotland. Further work to understand malnutrition and dehydration in Scotland will support the development of a policy framework to prevent malnutrition and dehydration at population level.

Expressions of interest are sought from PhD candidates with an interest in applying their social science knowledge and experience to supporting diet and healthy weight policy.

Project details:

A wide ranging analytical programme aims to produce a strong evidence base to inform decisions on policy, legislation and implementation. We are looking for an intern with interest in this area and willing to get involved in any of a range of different work in connection with diet and healthy weight policy development and delivery. This could involve reviewing evidence and/or scoping further evidence requirements.

Potential projects include reviewing international evidence on policy approaches taken to reduce the prevalence of childhood obesity or further research to support development of a framework on malnutrition and dehydration in adults.

However, other areas may require support and the exact nature of work during the placement will be determined by priorities at the time and can be discussed with potential candidates. Some of the areas the Diet and Healthy Weight Analytical team are currently involved include: Preparations for Bills seeking to restrict promotions of discretionary foods high in sugar, fat or salt; restricting the sale of energy drinks to those aged under 16 years; exploring systems of support to encourage healthy nutrition and weight in children.

Skills required

Strong analysis skills (both quantitative and qualitative); ability to review evidence accurately and efficiently. Also essential is strong interpersonal, written and oral communication skills and ability to work flexibly.

Welcomed, though not essential, would be an interest / knowledge of health research.

Timing and working pattern

October or sooner is preferable. Fulltime is preferable but would consider part-time too

Hashtags

#Obesity

#Diet

#Health

#Malnutrition

Queries

SG Analytical Sponsor name: Gabija Povilaityte (Directorate for Covid Public Health; Health and Social Care Analysis)

Contact Gabija.Povilaityte@gov.scot

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Internship 17: Research and Evaluation within Connecting Scotland to tackle digital exclusion and help shape a £200 million programme.

Directorate General: Digital
Directorate: Office of the Chief Designer
Division/Team: Connecting Scotland

Policy context

The policy context for Connecting Scotland is to address digital exclusion and close the digital divide. The digital divide affects the individuals, communities, businesses and institutions, and the state and the economy. The severe impacts of digital exclusion have been highlighted in the context of the pandemic and a national lockdown where access to online services was critical. Connecting Scotland will address the issue by providing kit and support to those who need it, creating a fully digitalised citizen base. This will address a number of key NPF outcomes and Government priorities – in particular tackling poverty and inequality.

Connecting Scotland will address the issue by providing kit and support to anyone in Scotland who is unable to get online. Outcomes will include:

- supporting inclusive growth across the economy
- challenging inequality, especially supporting life chances of young people to improve their wellbeing, education and employment
- mitigating the impacts of poverty by allowing access to services, support, training and job opportunities on a more level playing field
- challenging social isolation in general, often among older people and particularly in the context of people who are shielding from coronavirus, and may have to do so for some time to come
- fostering inclusive community cohesion in general, and particularly in the light of lockdown which has seen many traditional opportunities for communities to form and engage closed down (e.g. pubs, social clubs, religious centres, school gates and so on)
- 'supercharging' digital programmes across the Scottish public sector by increasing the number of people they can reach and hence their effectiveness and value for money.

Project details:

This is a significant opportunity to be gain hands-on experience of research within the heart of government while contributing to a £200 million programme aimed at alleviating poverty by closing the digital divide.

You will be working within the Connecting Scotland research and evaluation team in one or more of the following areas:

- Analysis of existing survey and interview datasets to understand citizens experience of digital exclusion and the effectiveness of the Connecting Scotland Programme.
- Codesign with end-users of future Connecting Scotland services.
- 'Mini-projects' to understand specific facets of digital exclusion or specific experiences of receiving Connecting Scotland's services.

The research will touch on citizen's lived experience of digital exclusion and the social, economic and personal factors involved.

You will be able to engage with different research disciplines and policy areas within the Scottish Government opening up numerous opportunities for professional development,

including working with social scientists in the Communities and Analytics Division (CAD) and with user researchers and service designers in the Office of the Chief Designer.

Skills required

- Qualitative and quantitative research skills, including the ability to conduct and analyse semi-structured interviews and perform meaningful statistical analysis of survey data.
- The ability to synthesise findings from research data and present them in a convincing way to a range of audiences.
- The ability to work collaboratively within a multidisciplinary team and be flexible to evolving priorities.
- To be open to working directly with citizens and actively championing citizens' voices within the team.

Timing and working pattern

To be agreed with successful candidate

Hashtags

#DigitalExclusion #Poverty #ConnectingScotland

Queries

SG Analytical Sponsor name: Dr Mark Hartswood – User Research Lead for Connecting Scotland

Contact Mark.Hartswood@gov.scot

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Internship 19: Let's Talk about Tax: understanding tax priorities in Scotland

Directorate General: Scottish Exchequer
Directorate: Tax and Fiscal Sustainability
Division/Team: Tax Strategy and Coordination

Policy context

Recent years have seen the first Scottish tax legislation in 300 years, with revenues from Scottish taxes now having a direct impact on the Scottish Government's Budget, and the creation of a distinctive Scottish approach to tax, which includes a key focus of working collaboratively with stakeholders on tax policy.

With more than a third of the Scottish Budget now funded through taxes raised in Scotland, it is imperative to ensure our messaging on tax is clear, accessible and comprehensive. A key component of our policy work is ensuring that we proactively engage with stakeholders and ensure that tax policy is shaped by a broader range of stakeholder perspectives.

Project details:

Your internship would be within the Tax Strategy and Coordination Unit. We are a policy unit which is part of the Scottish Exchequer, a new branch of the Scottish Government. You would be joining a team which is developing a more systematic and structured cycle of engagement on tax policy, and is responsible for proactive communications relating to Scottish devolved tax powers.

As part of our engagement programme for this year we intend to run a public consultation exercise to seek stakeholder views on tax priorities for both the next Scottish Budget and the new Scottish Parliamentary term. You would lead on the analysis of consultation responses. This will involve the development of an analytical framework, an analysis of responses, and drafting an analysis report. Throughout this project you will work with a range of policy teams and lead on the publication of this report. There will also be an opportunity to work on the plans for developing a communications plan to promote the consultation to encourage responses from organisations and the public, and to communicate the findings of the analysis report.

There will also be the opportunity to support colleagues within the team to ensure that broader communications and stakeholder engagement activity relating to fiscal events such as the Scottish Budget is well planned, coordinated and meets the strategic objectives of Scottish Ministers.

Skills required

- Qualitative and quantitative data analysis skills.
- An ability to present information clearly and concisely, communicating key messages to a diverse range of audiences.
- Interpersonal skills – working effectively with others.

Timing and working pattern

October – December 2021, post is available full-time

Hashtags

#tax #engagement #finance

Queries

John Stephens

John.Stephens@gov.scot

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Internship 22: Government openness, transparency and accountability

Directorate General: DG Constitution and External Affairs
Directorate: Directorate for Organisational Readiness
Division/Team: Constitution and External Affairs Analysis

Policy context

The Scottish Government is committed to continually improving the openness and transparency of how public services are delivered in Scotland. The Scottish Parliament's Public Audit and Post-legislative Scrutiny Committee last year published a report on its post-legislative scrutiny of the Freedom of Information (Scotland) Act 2002 and the Scottish Government has committed to consulting on legislative change.

The Scottish Government and its partners are also currently designing the third Open Government Action Plan, gathering views on how the values of openness, transparency, accountability, and involving people in decisions that affect them, should be applied to the Scottish Government's work over the next four years.

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: freedom of information performance and practice, open government and transparency in policy-making.

Tasks may include:

- Sourcing and analysing existing national and international information and evidence
- Literature review
- Interviewing of internal and external experts
- Analysing and reporting qualitative and 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 and working pattern

The timing of the internship will be agreed with the successful applicant. Full and part time acceptable

Hashtags

#freedomofinformation #opengovernment #transparency

Queries

SG Analytical Sponsor name: Gill Cruickshank
gillian.cruickshank@gov.scot

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Internship 24: International models of Residential Rehab

Directorate General: Health and Social Care
Directorate:
Division/Team: Health and Social Care Analysis

Policy context:

This project will be supporting the First Ministers National Mission to address Drug Related Deaths.

Project details:

In line with the new National Mission to reduce drug deaths through improvements to treatment, recovery and other support services, one key priority is to improve and increase access to residential rehabilitation in Scotland. ¹

To date a number of pieces of work have been carried out to better understand the residential rehab landscape in Scotland, including a mapping report², capacity report³ and recently work on pathways into, though, and out of residential treatment. This work contributes to our understanding of the current Scottish model of residential rehabilitation.

By means of literature review, this project will summarise, compare and contrast European and international models of residential rehabilitation with that established in Scotland. The final report will focus on economic models, treatment modalities, socio demographics and pathways into and out of residential treatment across a number of different countries.

This project will also help address a number of recommendations⁴ made by the working group on residential rehab to the Scottish Government, namely on models of delivery (recommendation 7) and on facilitating research (recommendation 6), with a view to contributing towards informing a good practice guide for residential rehab in Scotland.

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 stakeholders
- Ability to quickly develop an understanding of the policy context of substance use and residential rehab.
 - *Desirable:* The ability to read 2 or more European languages would be helpful but is not essential

Timing and working pattern :

The timing of the internship will be agreed with the successful applicant. Full and part time acceptable

Hashtags

#drugs, #residentialrehab, #rehab, #substanceuse, #internationalmodels

Queries

¹ [Drugs policy - update: statement by the First Minister - 20 January 2021 - gov.scot \(www.gov.scot\)](https://www.gov.scot/news/2021/01/20-drugs-policy-update-statement-by-the-first-minister-20-january-2021/)

² [Residential rehabilitation - service mapping: report - 2019 to 2020 - gov.scot \(www.gov.scot\)](https://www.gov.scot/news/2020/07/20-residential-rehabilitation-service-mapping-report-2019-to-2020-gov.scot/)

³ [Residential rehabilitation: status report on current levels of capacity - gov.scot \(www.gov.scot\)](https://www.gov.scot/news/2020/07/20-residential-rehabilitation-status-report-on-current-levels-of-capacity-gov.scot/)

⁴ [Residential Rehabilitation Working Group: drug and alcohol residential treatment services - recommendations - gov.scot \(www.gov.scot\)](https://www.gov.scot/news/2020/07/20-residential-rehabilitation-working-group-drug-and-alcohol-residential-treatment-services-recommendations-gov.scot/)

SG Analytical Sponsor name:Anniek Sluiman
Contact Anniek.Sluiman@gov.scot

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Internship 26: The role of community based learning in improving life chances and empowering communities.

Directorate General: Education and Justice
Directorate: Advanced Learning and Science
Division/Team: CLD Policy Team

Policy context

Community Learning and Development (CLD) is a field of professional practice that enables people to identify their own individual and collective goals, to engage in learning and take action to bring about change for themselves and their communities. CLD includes community based adult education, adult literacies and English for speakers of Other Languages – ESOL, youth work, and community development. CLD practice focusses on those furthest from inclusion, providing specialist and targeted support for those experiencing inequality.

The [Requirements for Community Learning and Development \(Scotland\) Regulations 2013](#) place a requirement on local authorities (*through the education authority*) to secure the delivery of community learning and development in their area, working with other CLD providers and communities.

The Scottish Government is currently developing strategies for youth work and adult learning which will be published in 2021/22.

Project details

This research project would combine data research and analysis with a literature review to draw conclusions on the role of CLD activity in supporting Scottish Government ambitions around tackling poverty and promoting equality and social justice.

Using national and international research literature to understand the scope and impact of youth work and community based adult learning, the project would look at how CLD provision can play a role in the delivery of the National Performance Framework and in specific policy areas such as poverty reduction, health improvement, and closing the poverty related attainment gap.

The project would then look at the data used to measure local CLD plans and work with local leaders to consider how this data is measuring impact of provision and how consistency could be brought to this across Scotland. This would build on and complement a piece of work that local authority sector leaders are already driving around Key Performance Indicators for CLD.

This project would involve desk based research and sector engagement.

The CLD Policy Team is in the Advanced Learning and Science directorate. The team focus on youth work and adult learning policy and support to the broad CLD sector, including statutory bodies and third sector organisations.

Skills required

Qualitative and quantitative research skills .

Timing and working pattern

Autumn 2021, Full and part time acceptable

Hashtags

#BecauseOfCLD
#AdultLearningMatters
#YouthWorkChangesLives

Queries

SG Analytical Sponsor name: Elaine Drennan
Contact Elaine.Drennan@gov.scot

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Internship 27: Ethnicity, and experiences and perceptions of mental health

Directorate General: Health and Social Care

Directorate: COVID Public Health

Division/Team: Health and Social Care Analysis / Population Health

Policy context

The Scottish Government's Mental Health Transition and Recovery Plan commits to looking at the causes of mental health inequality at a structural and individual level, including specific consideration of the mental health impacts on minority ethnic groups, and taking action to address these.

Project details

The aim of this project would be to review evidence relating to the influence of ethnicity on experiences and perceptions of mental health. More specifically, this project will help to identify and understand specific considerations for the mental health of people from various ethnic backgrounds.

This project will involve a few different steps:

1. Liaise with key stakeholders (e.g., policy colleagues, third-sector organisations) to shape the review's questions and inclusion criteria for evidence
2. Search for and identify evidence from various sources (e.g., academic and grey literature, survey data)
3. Synthesise evidence
4. Disseminate findings to analysts and policy colleagues

The ideas for this project are tentative, and the intern would be encouraged to suggest alternative approaches.

This project would be based within a team of analysts (social researchers and statisticians) working in the area of mental health, with wider connections with analysts in Health and Social Care Analysis and policy colleagues in Mental Health.

Skills required

Mixed-methods research skills – i.e., knowledge of qualitative and quantitative methods (essential); evidence searching and review (desirable)

Timing and working pattern

Autumn 2021, Full and part time acceptable

Hashtags

#mentalhealth

#equality

#COVID

Queries

SG Analytical Sponsor name: Duncan McCaig

Contact Duncan.McCaig@gov.scot

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Internship 28: Exploring the relative importance of equalities characteristics for mental health

Directorate General: Health and Social Care
Directorate: COVID Public Health
Division/Team: Health and Social Care Analysis / Population Health

Policy context:

The Scottish Government's Mental Health Transition and Recovery Plan sets out our commitment to look at the causes of mental health inequality at a structural and individual level and take action to address these.

Project details:

The aim of this project would be to investigate the relative influence of equalities characteristics (e.g., gender, age, ethnicity) on people's experience of mental health. For example, is gender a better predictor of a person's mental health than age? The project also aims to explore how these characteristics interact to predict a person's mental health.

This project will involve a few different steps:

1. Review existing survey datasets (e.g., Scottish Health Survey, Understanding Society) to identify the most suitable
2. Consult with policy colleagues to identify the key equality characteristics for the analyses
3. Develop and apply the statistical approach
4. Disseminate findings to analysts and policy colleagues

The ideas for this project are tentative, and the intern would be encouraged to suggest alternative approaches.

This project would be based within a team of analysts (social researchers and statisticians) working in the area of mental health, with wider connections with analysts in Health and Social Care Analysis and policy colleagues in Mental Health.

Skills required

multivariate statistics (essential); experience of SAS or R statistical software (essential); statistics of surveys (desirable)

Timing and working pattern

Autumn 2021, Full and part time acceptable

Hashtags

#mentalhealth
#equality
#statistics

Queries

SG Analytical Sponsor name: Roger Shannon
Contact Roger.Shannon@gov.scot

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Internship 29: Equality and democratic participation: making voting more accessible

Directorate General: DG Constitution and External Affairs
Directorate: Directorate for Organisational Readiness
Division/Team: Constitution and External Affairs Analysis

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.

The Scottish Government intends to consult on extending candidacy rights in Scottish Parliament and local government elections to all those eligible to vote (including 16 and 17 year olds and foreign nationals). A long term policy objective of the Scottish Government is also to make elections in Scotland more accessible for voters who face the greatest barriers to participation in the democratic process.

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 candidacy rights, democratic engagement and/or accessibility of voting for people with protected characteristics.

Tasks may include:

- Sourcing and analysing existing national and international information and evidence
- Contributing to the development of evaluation approaches for pilots
- Analysing and reporting qualitative and 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 and working pattern

The timing of the internship will be agreed with the successful applicant. Either full or part time is acceptable

Hashtags

#elections #democracy #equality

Queries

SG Analytical Sponsor name: Gill Cruickshank
gillian.cruickshank@gov.scot

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Internship 30: Evidence to Support the Transformation of Communities Mental Wellbeing and Prevention in Scotland

Directorate General: Health and Social Care
Directorate: Mental Wellbeing and Social Care
Division/Team: Wellbeing and Prevention Unit/Communities Team

Policy context

The mental health transition and recovery plan recognises that many individuals, families and communities have found the past months extremely difficult. Further, evidence shows that the mental health impact of Covid-19 has not been felt equally across Scotland. In response, the Wellbeing and Social Care Directorate has been awarded £120 million to support recovery and renewal, a proportion of which will be allocated to support communities wellbeing and prevention work and third sector action around this.

Although the pandemic has exacerbated long standing inequalities, we have also seen inspiring stories of people helping each other, at individual, community and national level. The communities fund, and the evidence provided through this internship, will support communities to address the broad range of influences on individual and community experiences of mental health. As such, it will be critical to transforming the traditional response to mental health as focused on addressing individual need. We understand that poor mental health is not only addressed by a clinical response and consequently we want to empower and support communities, through engagement with those with lived experience, in a shift toward prevention, collective action and easy access to the right help at the right time when needed.

Project details

This internship will be hosted within the newly established Communities team which sits alongside the Wellbeing and the Social Determinants Teams in the Wellbeing and Prevention Unit. This is a particularly busy and exciting time for the team as we work with partners to develop a transformational vision for communities mental wellbeing and prevention within the Scottish Government and more widely.

Specifically the intern will assist with drawing together the evidence to support long term action to address the underlying causes of mental ill health and set in place the conditions through which communities can keep well and thrive.

Key tasks might include one or more of the following to be determined based on emerging priorities at the time:

- Assessing existing evidence on the social determinants of mental wellbeing within communities (such as in relation to employment, poverty, education, culture and green space)
- Collating evidence on best practice approaches within community settings to addressing underlying causes, across the UK and internationally
- Taking account of emerging evidence from community fund initiatives and in particular the test of change models
- Working creatively with the team to present findings to the fund national delivery group, Scottish Government and across sectors to inform and influence long term transformational change

The project will provide a great opportunity to be involved in the analysis and reporting of the wider dimensions of mental wellbeing and an introduction to government analytical and policy processes, strategic planning and working across a range of policy teams, interests and stakeholders.

Skills required

This internship will require:

- Strong qualitative research skills
- Ability to synthesise data and research evidence from a range of sources
- Communication and writing report writing skills, including the ability to use creative methods to convey important findings to a range of audiences

Experience in the following would also be helpful:

- Social policy, mental health, wellbeing and underlying social determinants, third sector and community based practice and action
- Working across policy and subject boundaries
- Tracking and evaluating international best practice

Timing and working pattern

The timing of the internship will be agreed with the successful applicant. Either full or part time is acceptable

Hashtags

#mentalhealth #wellbeing #communities

Queries

SG Analytical Sponsor: Anja-Maaïke Green/Sarah Thompson

Anja-Maaïke.Green@gov.scot
Sarah.Thomson@gov.scot

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Internship 34: Child Protection evidence base development

Directorate General: Education and Justice
Directorate: Learning
Division/Team: Children and Families Analysis

Policy context:

This internship offers the opportunity to work within the Children and Families Wellbeing Research team, a team of social researchers located in the supportive and collegiate environment of the Children and Families Analysis Team, providing research and analytical input to support the work of one of the policy areas we support, the Child Protection Unit.

The Child Protection Unit drives delivery of high profile and politically sensitive child protection policy work, covering areas including child sexual abuse and exploitation, child criminal exploitation, online harm, harmful sexual behaviour, neglect, Joint Investigative Interviews, Barnahus development, child trafficking, safeguarding in sport, learning from child protection cases and supporting effective local child protection responses.

The SG approach to child protection is rights-based in line with the United Convention on the Rights of the Child (UNCRC), The Promise and Getting it Right for Every Child (GIRFEC) in recognising that all children must receive the right help at the right time. Our work supports a shift towards prevention and early support as the best protection before issues escalate and formal measures are needed.

Improving the value, accessibility and consistency of local and national child protection data and evidence is critical to delivering across all of the Unit's workstreams and we work closely with analytical colleagues across SG and partner organisations.

Project details:

At the time of advertising, the precise nature and subject of the internship project is yet to be decided, but is likely to be focused on identifying, reviewing and presenting the data and evidence base relating to one of the thematic areas listed above. This is likely to include administrative data held by partners such as Police Scotland and in Third Sector organisations, as well qualitative evidence and literature on effectiveness of interventions.

Tasks are likely to include:

- Sourcing and analysing existing data and evidence, liaising with external and internal stakeholders as necessary
- Literature reviews
- Analysing quantitative data
- Producing summary briefing papers
- Presenting findings orally

Skills required:

- **Strong analytical skills:** ability to analyse and interpret qualitative and quantitative data, understanding of different research methodologies
- **Evidence synthesis:** experience in reviewing, summarising and synthesising evidence and research findings
- **Communication:** writing reports and briefings adopting a neutral, objective and clear style; good oral presentation skills.
- **Organisational skills:** ability to self-organise, to plan and manage a variety of tasks

Timing and working pattern

The timing of the internship will be agreed with the successful applicant. Either full or part time is acceptable

Hashtags

#childProtection #evidenceReview #mixedmethods

Queries

SG Analytical Sponsor name: Franca MacLeod
Franca.macleod@gov.scot

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Internship 35: Justice Vision and Priorities – Equalities Impact Assessment

Directorate General: **Education, Communities and Justice**
Directorate: Safer Communities
Division/Team: Justice Analytical Services

Policy context:

The Scottish Government alongside operational partners and stakeholders plan to develop a new strategy for justice, which is now due following expiry of the previous iteration: [Justice in Scotland: Vision and Priorities](#).

A new strategy will set out a refreshed strategic focus and agenda for the coming parliamentary term and beyond, will be rooted in evidence and with a clear monitoring framework. It will provide a key focal point for collective effort across the SG and the justice sector, drive work planning and sequencing, including the legislative programme, and direct the allocation of resources.

As it will be necessary to ensure that any new strategy is able to meet the needs of all people within the criminal justice system, it will be necessary to carry out an equality impact assessment of desired outcomes and any associated actions to ensure that the strategy will also meet the particular needs of women and also considers the impact on other equalities groups / protected characteristics.

Project details

The details of the project and how it should be progressed will be discussed with the project lead but we envisage that the successful intern will coordinate an assessment of the impact of the outcomes on equalities groups to ensure the strategy will promote equity and fairness by meeting the specific needs of all users of the justice system. To carry about a robust impact assessment, the intern would be expected to draw from the relevant evidence base and liaise closely with key stakeholders, policy officials and other analysts.

The successful intern would work within Justice Analytical Services at the Scottish Government. They 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.

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 and working pattern

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. Full or part time available

Hashtags:

#justice #strategy #equalities #literature review

Queries

SG Analytical Sponsor name:Catherine Bisset
Contact Catherine.Bisset@gov.scot

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Internship 36: Women in the justice system

Directorate General: Education, Communities and Justice
Directorate: Safer Communities
Division/Team: Justice Analytical Services

Policy context:

Improving the experiences of women in the justice system has been identified as a top Ministerial priority. The Scottish Government has already initiated a number of on-going actions which aim to improve the experience of women who are engaged or involved within the justice system. These are underpinned through the Scottish Government's commitment to the Equally Safe Strategy, Justice Vision and Priorities and the work of the Victims Taskforce (as well as other wider strategies) and also the design of a new custodial estate for women.

The Scottish Government is now considering further work which could be undertaken to enhance the focus of these activities and streamline focus for women. Therefore providing the evidence base on women's experience and what works for women (both victims and women with convictions) will help inform and focus any further proposals.

Project details:

This interesting project involves collating, summarising and evaluating recent international evidence on 'women and girls in the justice system'. The precise scope of the work and research questions will be decided in collaboration with justice analysts nearer the time but we anticipate that the successful intern will conduct a literature review which will provide a focussed women's experience of different aspects of the justice system compared with men, for example reporting crime, advocacy and support services, giving evidence and perceptions of fairness. The research should also identify specific examples of good practice from the international literature in terms of supporting women victims and offenders through the criminal justice system, especially those who experience domestic abuse and sexual crimes, and also identify best practice for women who are in custody.

The findings and key messages will help inform policy development in this area.

The successful intern would work within Justice Analytical Services at the Scottish Government. They 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.

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 and working pattern

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. Full or part time available

Hashtags:

#women #justice #victims #literature review

Queries

SG Analytical Sponsor name:Catherine Bisset
Contact Catherine.Bisset@gov.scot

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Internship 37: Tackling violence in Scotland – ensuring the evidence is center stage

Directorate General: Education, Communities and Justice
Directorate: Safer Communities
Division/Team: Justice Analytical Services

Policy context:

Over the past decade or so, Scotland has become a safer place, with a significant fall in non-sexual violence amongst the general adult population. This was driven by decreases in the years following 2008-09, with broader stability seen more recently.

Prior to pandemic the Scottish Government, alongside its partners, were working together to drive further reductions in violent crime in Scotland. Evidence is now emerging that the pandemic may exacerbate this task, in part due to the widening of inequalities which could potentially lead to an increase in violence.

In order to respond to these challenges in the most effective and efficient way, the Scottish Government plan to develop and publish an overarching national framework for violence reduction in Scotland.

Project details:

The project will be focused on providing analytical support to this new overarching violence strategy for Scotland. Whilst the exact details will depend on the requirements at the time and the skills of the applicant, the project will likely involve; co-ordinating the latest statistics on violence; developing a narrative to accompany the statistics; analysing the Scottish Violence Reduction Unit (SVRU) and Police Scotland Violence Strategies; and possibly ad hoc work on a particular aspect of violence (e.g. knife crime, alcohol-related violence etc.), should the new Strategy require this. Early considerations of the measurement and evaluation of the new Strategy may also be part of this role.

The successful applicant will join the Safer Communities Research Team, which forms part of the wider Justice Analytical Services (JAS) division. The project will involve working with researchers and statisticians in JAS, as well as working with the violence reduction policy team and stakeholders such as the SVRU and Police Scotland.

Skills required:

ESSENTIAL

Knowledge and practical experience of the main research methodologies

Ability to 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 violent crime

Knowledge of how the Scottish Government works

Awareness of relevant policy developments/initiatives

Timing and working pattern

The timing of the internship will be agreed with the successful applicant. Either full or part time is acceptable

Hashtags:

#violenceinscotland #violenceprevention #violencereduction

Queries

SG Analytical Sponsor name: Fran Warren

Contact Frances.Warren@gov.scot

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Internship 39: Exploring environmental attitudes and behaviours in Scotland

Directorate General: Economy
Directorate: Environment and Forestry (ENFOR)
Division/Team: Rural and Environment Science and Analytical Services (RESAS)

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 targets for reducing greenhouse gas emissions, improving air quality, minimising waste and transitioning to a circular economy.

Achieving these ambitions requires significant changes to the way we all live, and will require people in Scotland to change many of their routine daily behaviours. Understanding how people in Scotland respond to these behavioural changes and to any new environmental policies is important for meeting our targets.

The Scottish Environmental Attitudes and Behaviours Survey was last conducted in 2008. Since then there has been no regular dedicated social survey data on environmental attitudes and behaviours. Conducting a new survey is important for gathering up-to-date evidence to support the development and monitoring of environmental policy.

Project details:

This internship will be based in the Rural and Environment Science Analytical Services team (RESAS) in Victoria Quay, Edinburgh.

The project objectives include:

- Review existing adhoc surveys to identify what data has already been gathered and what gaps exist
- Identify what future data would be of greatest value through:
 - Reviewing 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, and;
 - Mapping Scottish Government interventions or programmes currently in place or under development
- Make recommendations for the design of a new Scottish Government environmental attitudes and behaviours survey.

Skills required:

Essential:

Quantitative and qualitative research skills

Experience of designing and analysing surveys

An ability to think critically and produce useful insights and summaries from large amounts of information

Strong communication skills including listening, and ability to write clearly for a non-technical audience

Desirable:

Knowledge of environmental policy and/or behavioural change interventions

Experience of working with others to co-design projects

Timing and working pattern

The timing of the internship will be agreed with the successful applicant. Either full or part time is acceptable

Hashtags

#circulareconomy
#environmentalbehaviours
#surveydesign

Queries

SG Analytical Sponsor name: Duncan McCaig

Duncan.McCaig@gov.scot

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Internship 43: Equality Data Improvement Programme: Improving the equality evidence base across the public sector

Directorate General: DIRECTOR-GENERAL COMMUNITIES
Directorate: DIRECTORATE FOR HOUSING AND SOCIAL JUSTICE
Division/Team: DHSJ : Communities Analysis Division; Equality Analysis Team

Policy context

Scotland's [Equality Evidence Strategy 2017-21](#) sets out the Scottish Government's vision that **Scotland's equality evidence base becomes more wide-ranging and robust, enabling national and local policy makers to develop sound, inclusive policy and measure the impact on all of Scotland's equality groups**. If this vision were realised, analysts and policy makers in Scotland would have developed a good evidence base to understand structural inequality and have the knowledge and expertise to use evidence to reduce inequality. However, in 2021, there remains many costs and challenges to collecting, analysing and reporting equality data and, despite improvements in recent years, there remain significant gaps in Scotland's equality evidence base. The COVID-19 pandemic has shown a light on some of these gaps, and the need to undertake actions to improve the equality evidence base.

In April 2021, the Scottish Government launched an ambitious Equality Data Improvement Programme (EDIP). The first phase of the EDIP will be undertaken over 18 months, and will undertake priority action to strengthen Scotland's equality evidence base, contributing to the mainstreaming of equalities across the public sector. It will comprise of two broad elements – 'Learning and Good Practice' and 'Data Development'. The former will set the groundwork for improvement, raising awareness of why equality data is needed and how it can improve policy-making & outcomes. It will seek to improve understanding of the barriers to data collection, analysis and reporting. It will aim to share good practice within the public sector. The latter element will seek to strengthen and develop data sets for analysis to influence policy and decision making. The programme will inform a new Equality Evidence Strategy which will be published in late 2022

Project details

The intern would work within the Scottish Government Equalities Analysis team to engage with, and lead on, selected projects within EDIP. This will require close working with a number of policy officials in the Equality, Inclusion and Human Rights Directorate, who develop and deliver policy to promote equality for those with [protected characteristics](#), and to mainstream equality across the public sector. It is anticipated that the outputs from this internship will ultimately inform action to improve outcomes and services for people with protected characteristics.

This project will provide an excellent opportunity to use and develop quantitative and qualitative research skills to improve the available equality evidence base and inform and influence good practice across Scotland's public sector. The project will also allow the intern to gain expertise in working with analytical and policy colleagues across in the Scottish Government, and in engaging with a range of external stakeholders.

There are a variety of projects within the EDIP which might evolve over the next 12 months, and new projects may emerge. Given this flexibility, the specific details of the project could be adapted to suit the skills, expertise and ambitions of the successful applicant. At this stage, the project is likely to involve analysing a range of sources gathering data related to a protected equality characteristic, in order to improve the equality evidence base. The project should consider and include data related to intersectionalities; that is, how the protected characteristic in consideration interacts with other protected characteristics (such as older women, or younger disabled people).

This project would require close working with policy officials in the Scottish Government Equality Directorate, analysts and stakeholders throughout to define the project scope and agree priorities. The first part of the project would likely focus on identifying and reviewing available evidence on the experience of people with the protected characteristic and relevant intersectionalities, and summarising the key findings and any issues with the available data.

The next part of the project would involve a review of evidence gaps and suggestions on how these evidence gaps could be addressed. Finally, the intern would undertake communication and engagement activity with policy and analytical colleagues, and external stakeholders to disseminate the key findings of the project and discuss how issues with available data could be improved. It is anticipated that by the end of the internship, the intern will have produced a clear and accessible report to communicate the findings of the project.

Research methods are likely to include literature reviews, working with data providers to understand and access available datasets and potentially some primary data collection and analysis (depending on the expertise of the successful candidate and identified evidence gaps).

Skills required

- Experience reviewing and synthesising complex research literature.
- Excellent skills in communicating complex research findings to a range of expert and non-expert audiences.
- Strong written communication skills, including experience of producing high quality written work for a range of audiences.
- Experience in qualitative and quantitative research methods.
- Experience applying statistical techniques to the analysis of quantitative and qualitative data.
- Strong project management skills
- Knowledge or experience of equality issues would be highly desirable.

Timing and working hours

The timing of the internship will be agreed with the successful applicant, however it is envisaged that the intern would begin the internship in autumn 2021. Full or part time available

Hashtags

#equality #evidence #analysis

Queries

SG Analytical Sponsor name: Jon Hunter

Contact

Jon.Hunter@gov.scot

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Internship 44: Data Transformation Framework Developer

Directorate General: DG - Corporate
Directorate: Directorate for Digital
Division/Team: Data and Digital Identity / 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.

In March 2021, “A changing nation: how Scotland will thrive in a digital world” was published by the Scottish Government and CoSLA. This sets out the measures which will ensure that Scotland will fulfil its potential in a constantly evolving digital world. Data is key to this strategy, and it helps set out the current situation, direction and ambition for data standards. This internship is an opportunity to contribute to one of the actions set out in the Strategy on the Data Transformation Framework.

Project details

Data Transformation Framework

To support Data Standards, the concept of a Data Transformation Framework has been developed. 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 objectives, and demonstrate how agencies can develop and embed data in their business activities and improve data reuse.

The foundation use of the Framework will be defined by the outputs of Data Maturity Assessments. On completion of an assessment Scottish Public Sector organisations can use their findings to follow customised maturity pathways in the Framework to support the planning and delivery of data improvements.

Data maturity pathways will be designed to help organisations identify priorities to address, developed around data transformation categories and the Framework maturity stages. To support the data maturity pathways, the Framework will provide a gateway to a range of resources. It will be a living resource, a Knowledge repository that organisations will add and update over time.

A pilot project has recently been carried out to review specific data maturity models, reviewing their fitness for use across the Scottish public sector, and identifying user needs and requirements to implement full delivery.

To support the DTF, research needs to be carried out to develop its first iteration: the processes and structure for data maturity pathways and their associated resource types, as well as methods of measurement to support organisations on their data journeys. This work will be done in collaboration with data maturity project participants, Scottish Government, the Digital Office, Improvement Service and other partners. The successful applicant will research, investigate and develop:

- Category development for the Data Transformation Framework, defining the categories, developing the sub-categories and validating these with the wider community
- Landscaping and development of the validated models, developing maturity stages
- Category pathways – data maturity model alignment, content scoping and mapping

Skills required

Good communication skills, Research and Investigation, Data management and analysis, Design and Facilitation experience

Timing and working pattern

Start date to be agreed with successful candidate. Role available full and part time.

Hashtags

#data #innovation #groundbreaking

Queries

SG Analytical Sponsor name: Sally Kerr
Contact - Sally.Kerr2@gov.scot

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