

Internship Opportunity

Internship Title	Understanding the barriers and enablers for current and aspiring neurodivergent leaders in academia.
Line Manager	Diane Gill, Director of Professional Services, University of Edinburgh, School of Chemistry
Payment	The internship will be paid at UKRI doctoral stipend levels for the duration of the internship
Hours	Full-time or part-time
Based	Hybrid
Duration	3 months full time or 6 months part time. Start date asap and before end of June 2025
To apply	Please apply via SGSSS Apply by 28 April by 4 pm

About the School of Chemistry at The University of Edinburgh

The School of Chemistry in the University of Edinburgh, in partnership with Schools in the University of St. Andrews and University of Glasgow have been awarded funding by the Inframe Catalyst fund for a project investigating the experiences of neurodivergent researchers and research leaders to understand how their different ways of thinking alter their experiences of and access to leadership roles This will require gathering information from neurodivergent researchers using both quantitative and qualitative methods – this internship is central to providing this social science expertise. In addition to the core team from the School of Chemistry, the project is also supported by a Community Knowledge Analyst from the Inframe team who will work closely with the intern, providing guidance on research methodology, ethics, data governance and designing outputs for positive culture change impacts.

The School of Chemistry at the University of Edinburgh has a long and distinguished history. The first Chemistry Professor was appointed to the Chair in 1713 and the Edinburgh University student-led Chemical Society is regarded as the oldest chemical society in the world. The School is run as a single academic unit with approximately 160 staff (made up of academic, postdoctoral researchers and professional services staff) and 800 students (undergraduate, taught postgraduate and research students). Our vision is for all students

and staff to harness their curiosity, utilising outstanding and diverse talents to pursue knowledge that can be used to tackle global challenges and improve people's lives. Sustainability, collaboration and inclusion are at the heart of all our school activities.

Along with the University of St Andrews we formed EaStCHEM in 2004 to combine the research activities of two of Scotland's leading schools of chemistry. Combined, we are the largest chemistry unit research in the UK. In the most recent Research Excellence Framework (REF 2021), we were one of only three chemistry submissions to achieve a 100% "world-leading" score for our research environment. We hold a Silver Athena SWAN award, in recognition of excellence in science, engineering and technology employment in higher education relating to supporting women in Science. We are particularly proud of establishing the Christina Miller Fellowships, which have enabled seven talented postdoctoral researchers from under-represented groups to establish themselves as independent group leaders.

For further information about our school please visit our web page (opens in new browser tab)

Placement Information

This internship will provide essential input into the [InFrame](#) funded project: *It's not me, it's you: enabling neurodivergent leaders to thrive*. It is one of a cohort of culture-change projects towards collegial leadership.

The overall project will help realise more inclusive and effective research cultures by developing evidence-based training for leaders and researchers based on the lived experiences of neurodivergent researchers, drawing from first-hand accounts across the universities of Edinburgh, Glasgow and St Andrews.

Research organisations that don't enable neurodivergent thinkers to thrive harm their own performance. Research and research culture are diminished by excluding such individuals, who contribute innovative thinking and unique problem-solving capabilities.

The wider project aims are:

- i. To identify institutional practices and environmental factors that influence neurodivergent researchers' and research-enabling colleagues' sense of belonging, performance, and leadership potential.
- ii. To raise awareness of neurodivergent researchers' experiences and develop evidence-based training resources that equip research groups and institutional leaders to evolve practice and policy.

iii. to understand the lived experiences of neurodivergent researchers, particularly regarding leadership, and collate and share “success strategies” of such researchers.

This internship will mainly focus on the first and third aim. It will involve conducting a survey (likely to produce a mix of quantitative and qualitative data) and follow-up interviews with researchers across the three universities (Edinburgh, Glasgow, St. Andrews). The intern will also be involved in analysis of results to reveal experiences, challenges and successful adaptations from neurodivergent researchers, identifying patterns, barriers and opportunities for institutional improvement. The exact tasks will depend on the stage of the project when the intern joins (the whole project runs from 1st May 2025-30th April 2026) and whether the internship is full or part-time. The tasks will also be shaped by the skills and experience the successful intern brings to the project.

Potential tasks may include survey design, survey implementation, data analysis, scheduling and conducting interviews, thematic analysis from survey and interviews data. Building a body of evidence to inform positive action in practice, you will gain live experience of creating research impact. Ethical approval has been sought through the University of Edinburgh ahead of the internship beginning.

Working space is available in Edinburgh, however we are also open to a hybrid working pattern. It is anticipated some travel to Edinburgh/Glasgow/St. Andrews will be necessary to conduct interviews and meet institutional leads.

Person Specification

Essential	Desirable
<ul style="list-style-type: none"> 1. Excellent communication and interpersonal skills 2. Qualitative (primarily) and Quantitative Analytical experience and evaluation skills, including thematic analysis 3. Research skills including designing and administering research surveys, qualitative data collection and using mixed methods 4. Ability to work independently and manage own time 	<ul style="list-style-type: none"> 1. Interest in and/or lived experience of neurodiversity 2. Interest in/experience of leadership development 3. Experience conducting interviews or focus groups 4. Experience of data analysis tools such as Excel, NVivo. 5. Experience in data visualisation 6. Research Data Management skills, including working with personal & sensitive data

Eligibility

Before making an application, please ensure that you meet **all** of the eligibility criteria below:

- PhD social science researchers registered at a university in Scotland, regardless of funding source;
- PhD students in the second and third year of their studies only. Please note that if you are in your final year, you need to have more than 6 months left for your PhD when the internship starts;
- PhD researchers that are eligible to work in the UK.

For further information on eligibility, please consult the SGSSS [Internship FAQs](#). If this does not answer your questions, please contact team@sgsss.ac.uk.

Deadlines

The deadline to apply is **28 April 4pm** Shortlisting and interviews will take place in the following weeks.