

## **SGSSS-SCOTTISH GOVERNMENT INTERNSHIP SCHEME PROJECTS STARTING MAY 2025 ONWARDS**

**Application Deadline: 3<sup>rd</sup> March 2025**

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 Scottish Graduate School of Social Science (SGSSS)-Scottish Government Internship Programme 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 as a part of their studies. An extension of students stipend is awarded during the length of placement. The placement offers a voluntary opportunity for students to develop themselves in ways not offered by their PhD.

Intern projects are stand-alone, exploratory pieces of work that are specifically developed for the student. We offer ongoing support and mentoring to students; as well as membership of

a cohort network during their placement and tailored events, students can gain transferrable skills and use their experience gained on application forms for future jobs. These placements offer the opportunity to gain knowledge of a sector and expand professional networks as well as a chance to decide if a career in applied research at the Scottish Government is a career they'd wish to pursue.

We strongly encourage students to apply to a project out-with their current field of study, which is consistent with the SGSSS placement policy. We feel this gives a better indication of how social researchers work in the Scottish Government. SG recruit their researchers to be placed within any policy area: it is their expert research skills rather than their subject expertise that is assessed on entry. Once recruited, SG researchers are encouraged to rotate to different policy area's every 2-3 years to help develop a wide range of knowledge and experience. As a result interns will get the most authentic experience of being a researcher in government if they are placed within a project out-with their current field. Feedback from interns also suggests that having a complete break away from the PhD topic area helped them to get the most from the internship and gave them a renewed energy when returning to their studies after the internship concluded.

## Working arrangements

Internships can be on a full-time or part-time working basis for **three months** (13 weeks) or longer if a part-time student (up to 26 weeks). 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 we hope that most roles will be able to offer hybrid working with some "in office" days throughout the internship, projects with this flexibility will be highlighted. **Please note** that whilst some internships may be advertised as remote working only, we require that all interns for any roles are living within the UK for the full duration of their internship.

Please see the SGSSS Internships FAQs and Travel and Expenses Policy for information on travel and accommodation reimbursement.

Successful applicants and their University supervisor/HEI leads 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);
- have the right to work in the UK
- are undertaking their PhD in a social science discipline\*;
- are in the second or third year of their PhD;

\*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

If successful all students (except international students holding a Student Visa) will take an interruption of studies so that they are not eligible for fees during the internship. Please note that students holding a Student Visa can only undertake a placement part-time alongside full-time study due to UK visa regulations. 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 (or part time equivalent) 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 Tier 2 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 3<sup>rd</sup> March 2025**

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.

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 5 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 Devlin on the email below.

### **Additional information**

The Scottish Government Internship Scheme Manager is Alana Devlin, Office of the Chief Researcher, email [Socialresearchinterns@gov.scot](mailto:Socialresearchinterns@gov.scot) and the SGSSS contact can be contacted via email on [team@sgsss.ac.uk](mailto:team@sgsss.ac.uk)

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

- <http://www.gov.scot/Topics/Economy>
- <https://www.gov.scot/statistics-and-research/>
- <https://www.gov.scot/publications/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 8 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 INTERSHIPS**

There are 25 advertised internship projects available, in addition to the 'pool'. See table below. **Please note some projects may slightly change in scope from what is listed below, but any changes will be communicated to the student as early as possible, the skills required will not be affected.**

No	Host Area	Internship Title	Contact
	Any	<a href="#">Analyst Pool</a>	<a href="mailto:Alana.Devlin@gov.scot">Alana.Devlin@gov.scot</a>
1	Strategy and Delivery	<a href="#">R21-01 Putting the evidence in evidence-informed policy making</a>	Dr Breda Cullen, breda.cullen@gov.scot
2	Directorate for Learning	<a href="#">R21-02 Research to improve education data collections</a>	Claire Chalmers Claire.Chalmers@gov.scot
3	Directorate for Environment and Forestry	<a href="#">R21-03 Rural and Environment Science and Analytical Services Division Internship - Monitoring and Evaluation of Agricultural Reform</a>	Hugh Kirkland - hugh.kirkland@gmail.com
4	Strategy and Delivery Directorate	<a href="#">R21-04: How can evidence help governments be better at preventing negative outcomes for citizens?</a>	Lewis Bennett Lewis.Bennett@gov.scot
5	Directorate for Tackling Child Poverty and Social Justice	<a href="#">R21-05 Transform intersectional statistics into meaningful data visualisations in Scottish Government's Equality Evidence Finder Dashboard</a>	Beth Cocker: Beth.Cocker@gov.scot
6	Chief Economic Advisor	<a href="#">R21-06 No-One Left Behind: meeting this ambition</a>	<a href="mailto:Kirsty.Yule@gov.scot">Kirsty.Yule@gov.scot</a>
7	Directorate for Tackling Child Poverty and Social Justice	<a href="#">R21-07 A case study approach to understanding system change in local child poverty support systems</a>	Tracey Hughes, tracey.hughes@gov.scot
8	DIRECTORATE FOR ENVIRONMENT AND FORESTRY	<a href="#">R21-08 Rural Scotland Indicators and Data Dashboard</a>	Emma McCallum <Emma.McCallum@gov.scot>
9	Chief Economic Advisor	<a href="#">R21-09 Exploring options for new, alternative and supporting Labour Market data</a>	<a href="mailto:Kirsty.Yule@gov.scot">Kirsty.Yule@gov.scot</a>
10	Office of the Chief Executive	<a href="#">R21-10 SPS Corporate Plan 2023-28: Prisoner Complaints: data and usage</a>	Becky Murray rebecca.murray@prisons.gov.scot
11	Directorate for Chief Economist	<a href="#">R21-11 Climate Change Adaptation: Mapping the evidence base and developing an evidence plan to support Scotland's National Adaptation Plan</a>	Rachael Puntton - Rachael.Puntton@gov.scot
12	Digital Directorate	<a href="#">R21-12 : Data with Impact - A collaborative model for developing data driven policy solutions</a>	Anja-Maaïke Green (anja-maaïke.green@gov.scot)
13	ARE	<a href="#">R21-13 : Breaking down silo working – designing a systems approach to the process of developing food policy and creating metrics to assess effectiveness.</a>	Minna Liinpää

14	Tackling Child Poverty & Social Justice	<a href="#">R21-14: Improving impact assessments to support the use of evidence in Scottish Government policy making</a>	Tom Lamplugh / tom.lamplugh@gov.scot
15	Directorate of Social Care & NCS Development	<a href="#">R21-15: Adult Support and Protection – Data and Evidence Review</a>	Cate Neil
16	Learning	<a href="#">R21-16: Developing the evidence base on childcare for families most at risk of poverty</a>	Gillian Achurch, gillian.achurch@gov.scot
17	Directorate for Population Health	<a href="#">R21-17: Linking data to provide insights on variations in Cardiovascular Disease Prescribing in Scotland</a>	Karen Macpherson
18	Population Health	<a href="#">R21-18: Reactive project in support of Drugs Policy and the National Mission on Drugs</a>	Anniek Sluiman (anniek.sluiman@gov.scot)
19	Transport Scotland	<a href="#">R21-19 Development of a national standard on accessibility for disabled passengers in ferry travel</a>	Caroline Gregory
20	DIRECTORATE FOR CHIEF OPERATING OFFICER, NHS SCOTLAND	<a href="#">R21-20 Delivering Value Based Health &amp; Care in Scotland - progress and impact assessment</a>	Joe Rose - joe.rose@gov.scot
21	Population Health	<a href="#">R21-21 Tackling health inequalities: evidence for the national review of Community Link Workers</a>	Karen Munro (karen.munro@gov.scot)
22	Population Health	<a href="#">R21-22 Health inequalities – data linkage project for Children and Young People and Population Health</a>	Justine Menzies, justine.menzies@gov.scot
23	Directorate for the Chief Economist	<a href="#">R21-23 Sector Analysis: Using data blending and dashboards to summarise economic performance</a>	Duncan Whitehead (duncan.whitehead@gov.scot)
24	Population Health	<a href="#">R21-24 Developing analysis and presentation of results from the Scottish Health Survey</a>	Julie Landsberg, julie.landsberg@gov.scot
25	Communications	<a href="#">R21-25 Trust in government: building an evidence base for Scotland</a>	Amy Watson amy.watson@gov.scot

## 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.

**This option should also be selected if you would be willing to be placed in any of the advertised projects, should your preferred options not be available.**

#### **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](mailto:SocialResearchInterns@gov.scot)

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<b>Internship title</b>	<b>R21-01</b> Putting the evidence in evidence-informed policy making
<b>Directorate General</b>	Strategy and External Affairs
<b>Directorate</b>	Strategy and Delivery
<b>Division/team</b>	Office of the Chief Researcher
<b>Primary Location</b>	Edinburgh or Glasgow
<b>SG analytical sponsor name and email</b>	Dr Breda Cullen, breda.cullen@gov.scot
<b>Is post flexible (hybrid or remote)?</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;Part time;
<b>Policy Context</b>	<p>Evidence is at the heart of policy design and delivery in Scottish Government. The advice given by government officials must be built on evidence, enabling Ministers to make informed decisions. Evidence is used at each stage of the policy cycle, from horizon scanning to identify trends and gaps, through to formulating and appraising policy options, anticipating impacts, testing ideas, defining measurable outcomes, monitoring and interpreting data, evaluating impact, and communicating findings. Government analysts – including social researchers, economists and statisticians – produce and use a range of quantitative, qualitative, mixed methods and economic evidence, which policy officials draw on to develop, implement and revise initiatives in line with the Programme for Government priorities and policy commitments in each Ministerial portfolio.</p> <p>Evidence-informed policy making is championed by the heads of analytical professions in Scottish Government. In the Office of the Chief Researcher, where this internship is based, officials undertake advocacy activities to promote research to colleagues within government and external stakeholders including the general public. This is part of our long-held commitment to transparency and Open Government.</p>



<b>Project details</b>	<p>This project centres on communicating research evidence to a broad audience, to showcase how evidence informs policy. The intern will take source material from internal presentations and external policy-related publications from the last 2-3 years. They will use this to write a narrative briefing note telling the story of how evidence has shaped policy design, delivery and evaluation in a priority area (Programme for Government priorities: eradicating child poverty; growing the economy; tackling the climate emergency; ensuring high quality and sustainable public services). The objective is to demonstrate evidence-informed policy making in action, by communicating how evidence has underpinned policy in these priority areas. The outputs should be accessible and engaging for a broad audience including policy officials, Ministers and external stakeholders.</p> <p>The intern will be based in the Office of the Chief Researcher, which is the central support unit for the Chief Social Researcher Dr Audrey MacDougall and coordinates initiatives for development and advocacy for the social research profession across Scottish Government. The intern will also engage with colleagues in specific policy areas and in the communications team, who will provide strategic guidance for this work. This internship is an excellent opportunity to gain insight into how research works in government, and to help build links across professions in government and between government and external stakeholders.</p>
<b>Timing</b>	No restrictions
<b>Challenge-Led Pathway (s) this project aligns to</b>	Governance and Institutions;
<b>The expected impacts of this placement</b>	Presenting to policymakers; Presenting to stakeholders; Publication; Reporting; Reporting for policymakers; Reporting to partners; Reporting to policymakers; Reporting to stakeholders; Strategy development;
<b>The skills the intern will develop throughout the placement</b>	Communication and writing skills;Engagement and impact;Professional conduct;Skills in working with others;
<b>The skills the intern is required to already have to be successful in this placement</b>	Communicating with impact;Evidence review;Stakeholder engagement;

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<b>Internship title</b>	<b>R21-02</b> Research to improve education data collections
<b>Directorate General</b>	Education and Justice
<b>Directorate</b>	Directorate for Learning
<b>Division/team</b>	Education Analytical Services: Benchmarking and Improving Evidence Team
<b>Primary Location</b>	Full remote or Hybrid Edinburgh Victoria Quay
<b>SG analytical sponsor name and email</b>	Main contact: Claire Chalmers Claire.Chalmers@gov.scot Manager: Victoria Dunn Victoria.Dunn@gov.scot
<b>Is post flexible (hybrid or remote)?</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;
<b>Policy Context</b>	<p>We want all children and young people to be confident individuals, successful learners, effective contributors and responsible citizens. The engagement of parents and families can help raise attainment for all and help to ensure equality and equity for every child. The Scottish Schools (Parental Involvement) Act 2006 underpins all parental involvement/engagement policies, strategies and frameworks. It places duties on schools, local authorities and Scottish Ministers to help all parents to be involved in their own child's learning, to be welcomed as active participants in schools, and to be able to express their views on school education. We have worked with local authorities across Scotland to introduce a new local authority data collection: the Parental Involvement and Engagement (PIE) Census, held in the 2018/19 and 2021/22 academic years. This local level evidence helped LAs to identify and drive forward local improvements however the data collection is not without data quality issues.</p>
<b>Project details</b>	<p>Following the publication of results from the 21/22 PIE Census, the Benchmarking and Improving Evidence Team (BIET) within Educational Analytical Services are now looking to the future of this data collection and considering how we can improve the data quality, better meet user needs and increase impact. This project will play a vital role in this development as research is needed to:</p> <ul style="list-style-type: none"> <li>• Look at what data is collected nationally and internationally in this space</li> <li>• Identify and evaluate alternative data collection options, including resource/financial implications</li> <li>• Review and refresh guidance, communications and other materials that is issued to schools, parents/carers and children alongside this survey</li> </ul> <p>Although this would be the main focus of the project, the BIET team are responsible for a number of various analytical products and there is some flexibility in the tasks that you can get involved in depending on what your interests are and the experience you are looking to gain. You can expect to develop numerous skills as part of this project, including; research management, communication and writing, engagement and impact as well as experience of working within a high-profile portfolio area within Scottish Government with close links to policy colleagues, local authorities and Education Scotland.</p>

<b>Timing</b>	Ideally an intern would be in post by mid-May at the latest as we are due to have recommendations by end of summer 2025.
<b>Challenge-Led Pathway (s) this project aligns to</b>	Health, Wellbeing and Communities;Social Inequalities;
<b>The expected impacts of this placement</b>	Presenting to policymakers;Policy recommendations;Presenting to stakeholders;Reporting;Reporting to policymakers;Reporting to partners;Product development;
<b>The skills the intern will develop throughout the placement</b>	Academic research management skills;Communication and writing skills;Engagement and impact;Options Appraisal;
<b>The skills the intern is required to already have to be successful in this placement</b>	Communicating with impact;Evidence review;Adapting communications for different audiences;

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<b>Internship title</b>	<b>R21-03</b> Rural and Environment Science and Analytical Services Division Internship - Monitoring and Evaluation of Agricultural Reform
<b>Directorate General</b>	Net Zero
<b>Directorate</b>	Directorate for Environment and Forestry
<b>Division/team</b>	Future Agricultural Research and Evaluation (FARE)
<b>Primary Location</b>	Edinburgh
<b>SG analytical sponsor name and email</b>	Hugh Kirkland - hugh.kirkland@gmail.com
<b>Is post flexible (hybrid or remote)?</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;
<b>Policy Context</b>	<p>Scotland's rural, agricultural, and environmental policy landscapes are facing twin climate and biodiversity emergencies. These challenges underscore the urgent need for policies that balance food production, environmental stewardship, and rural development. The £600 million-plus in annual government funding provided via the Common Agricultural Policy to the sector each year is going to fundamentally change, and the Scottish Government is currently designing a new support scheme to replace it—the Agricultural Reform Programme (ARP). Scotland set out its ambitions for future policy in its Vision for Agriculture in March 2022 and published the updated route map in June 2023, setting out the timescales for information and interaction with the industry. The Agriculture and Rural Communities Bill lays the foundation for agricultural policy with objectives that directly address environmental priorities, including:</p> <ul style="list-style-type: none"> <li>(a) the adoption and use of sustainable and regenerative agricultural practices,</li> <li>(b) the production of high-quality food,</li> <li>(c) the facilitation of on-farm nature restoration, climate mitigation, and adaptation,</li> </ul>

	<p>(d) enabling rural communities to thrive.</p> <p>These measures are pivotal for achieving Scotland's ambitious net-zero targets while enhancing biodiversity. A healthy environment and a resilient climate are fundamental to the prosperity of rural communities, ensuring that future generations benefit from sustainable farming practices and flourishing natural ecosystems. The post is based in the Agriculture, Food and Drink Analysis Unit in Rural and Environmental Science and Analytical Services Division (RESAS).</p>
<b>Project details</b>	<p>The project you would be working on is in support of the development of Scotland's Agricultural Reform Programme Monitoring and Evaluation (M&amp;E) Framework. This initiative is crucial for assessing the environmental and climate outcomes of the programme, ensuring it drives tangible progress in sustainability and biodiversity. The work will involve designing an intuitive and visually engaging framework that clearly communicates the programme's goals, performance metrics, interdependencies across different government strategies, and how they align with Scotland's broader environmental and climate objectives.</p> <p>The project will include collaboration with stakeholders to ensure the framework is fit for purpose, accessible to diverse audiences, and reflects Scotland's commitment to addressing climate change. Additionally, the work will assist in effectively communicating the M&amp;E framework to key stakeholders and the wider agricultural community. This includes developing an interactive dashboard that highlights Scotland's progress toward regenerative agriculture, biodiversity restoration, and climate resilience. By enhancing the clarity and usability of the M&amp;E framework, this initiative will support the delivery of Scotland's Agricultural Reform Programme objectives while contributing to global efforts to combat climate change and protect the environment.</p>
<b>Timing</b>	No restrictions
<b>Challenge-Led Pathway (s) this project aligns to</b>	Environment, Migration and Demographic Change;
<b>The expected impacts of this placement</b>	Policy implementation;Presenting to policymakers;Presenting to stakeholders;
<b>The skills the intern will develop throughout the placement</b>	Communication and writing skills;Engagement and impact;Skills in working with others;
<b>The skills the intern is required to already have to be successful in this placement</b>	Communicating with impact;Data mapping;Data visualisation;Stakeholder engagement;

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<b>Internship title</b>	<b>R21-04</b> How can evidence help governments be better at preventing negative outcomes for citizens?
<b>Directorate General</b>	DG Strategy and External Affairs
<b>Directorate</b>	Strategy and Delivery Directorate
<b>Division/team</b>	Central Analysis Division
<b>Primary Location</b>	The post location is flexible. The team works on a hybrid basis, with team members combining homeworking with regular office attendance in Glasgow and Edinburgh. Daily office attendance is not a requirement, though some office attendance is encouraged. Office space is available in Glasgow or Edinburgh if this is preferred or needed by applicants.
<b>SG analytical sponsor name and email</b>	Main contact: Lewis Bennett Lewis.Bennett@gov.scot Intern manager: Edward Tissiman Edward.Tissiman@gov.scot
<b>Is post flexible (hybrid or remote)?</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;Part time;
<b>Policy Context</b>	<p>The Central Analysis Division provides analytical support across Scottish Government, and to the Directorate General for Strategy and External Affairs in particular. It contains approximately 35 analysts from social research, statistics, economics and operational analysis professions, and works with teams across government to plan and deliver the government's programme. The division is headed by Dr Audrey MacDougall, who is the Scottish Government Chief Social Researcher.</p> <p>This role will support the work of the Strategy Division, a team which helps to drive strategy and delivery at the heart of Government. The Strategy Division provides insight and analysis into current and future strategic approaches in order to provide the First Minister, Cabinet and Executive Team with a clear strategic direction.</p> <p>We are developing a joint project between Central Analysis Division and Strategy Division which aims to enhance strategic policy making and coordination on prevention policies across Scottish Government. In doing so, building on existing policies and approaches aimed at preventing negative outcomes, improving wellbeing for people and preventing future costs for public services.</p> <p>This post will provide the intern with exposure and insight of working at the centre of Scottish Government. The role provides an opportunity to see how research evidence is collected and translated into decision making, as well an opportunity to support the provision of advice based on analysis and evidence directly to Scottish Ministers and decision makers.</p>
<b>Project details</b>	<p>The Central Analysis Division is working with the Strategy Division on a programme of work on prevention in Scotland.</p> <p>The project aims to build the evidence base to support the Scottish Government as it looks to enhance approaches around prevention. In this context, prevention is focussed on how public interventions can tackle the underlying drivers of negative outcomes to prevent them from happening, or to reduce their severity. In doing so, it can play a significant role in reducing future pressures on public</p>

	<p>services.</p> <p>This internship will support the prevention project by undertaking a defined strand of work focussing on what drives preventable negative outcomes and demand for public services. The intern will have scope to shape how they tackle the key research questions, and this could reflect a policy area of particular interest to the intern (e.g. health, housing, education, etc). For example, the project could focus on drivers of cardiovascular disease and impacts on the health system, or the drivers of poor mental health and outcomes in the education or justice system.</p> <p>For the chosen policy area, we expect the project to focus on reviewing the evidence and engaging with policy areas across government to understand what is driving outcomes, how interventions target these outcomes, and how effective they are. The work the intern will be doing will include searching for relevant literature, analysing secondary data sources, speaking to policy leads within government and writing up the findings into a short report and presentation. These outputs will help policy makers make sense of the complex array of factors that drive preventable outcomes and help them understand the policy implications. The intern will be heavily involved as part of the wider project team in disseminating and presenting the findings from this work and ensuring it has impact by connecting into the wider prevention programme.</p> <p>The post holder will have opportunities to learn about the wider work of the Central Analysis Division, and of the Strategy Division, gaining first hand insights into the development of strategic analysis within Government.</p>
<b>Timing</b>	Preference for the internship to begin in April/May 2025 if that can be arranged.
<b>Challenge-Led Pathway (s) this project aligns to</b>	Health, Wellbeing and Communities;Social Inequalities;
<b>The expected impacts of this placement</b>	Policy recommendations;Presenting to policymakers;Presenting to stakeholders;Reporting;Strategy development;Reporting to policymakers;Policy interventions;
<b>The skills the intern will develop throughout the placement</b>	Communication and writing skills;Engagement and impact;Skills in working with others;Professional conduct;
<b>The skills the intern is required to already have to be successful in this placement</b>	Communicating with impact;Evidence review;Mixed-methods;Stakeholder engagement;Data mapping;Data analysis;

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<b>Internship title</b>	<b>R21-05</b> Transform intersectional statistics into meaningful data visualisations in Scottish Government's Equality Evidence Finder Dashboard
<b>Directorate General</b>	Communities
<b>Directorate</b>	Directorate for Tackling Child Poverty and Social Justice
<b>Division/team</b>	Community Analysis Division: Equalities and Social Justice
<b>Primary Location</b>	Glasgow or Edinburgh
<b>SG analytical sponsor name and email</b>	Beth Cocker: Beth.Cocker@gov.scot
<b>Is post flexible (hybrid or remote)?</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;Part time;
<b>Policy Context</b>	<p>This internship project offers an opportunity to work on a key strategic action in the improvement of Scotland's equality evidence. The Equality Evidence Finder (EEF) data dashboard allows anyone to find available evidence relating to equalities (e.g. data broken down by protected characteristic). Within government, analysts and policy makers are using this data to shape inclusive policies and meeting their Public Sector Equality Duties. Beyond, internal use by Scottish Government staff, we are keen that local authorities, other public sector bodies, academics and individuals can all easily access and use equality data from a single place. Scotland's Equality Evidence Strategy 2023-25 includes a commitment to improve the EEF. Work is currently being carried out to improve the presentation of intersectional data, alongside the accessibility, usability, and automation of this dashboard. This project will enable a key piece of these improvements.</p>
<b>Project details</b>	<p>The Equality Evidence Finder (EEF) is a data dashboard for equality evidence built on R Shiny. The Equality Analysis Team's Statistician is currently undertaking a programme of redevelopment of the EEF to improve accessibility, usability, and automation. The intern taking on this role will take the lead on a specific element of this project which will involve developing the presentation of intersectional equality evidence on the dashboard, thereby improving user experience and filling data gaps. Therefore experience of coding in R packages ggplot2 and tidyverse are essential, while experience of coding in R shiny is desirable.</p> <p>The project will consist of: mapping intersectional equality statistics to create a big picture understanding of existing evidence; creatively developing a design for the visualisation and presentation of intersectional statistics; and developing R code to bring the design to life in the Equality Evidence Finder. By the end of the project, the intern is expected to have contributed meaningfully to the presentation and communication of intersectional equality statistics. This will have the impact of improving the transparency and usefulness of these statistics for policymakers and the public. The intern taking on this role will have the opportunity to be involved in dissemination activities and are invited to hold a presentation or webinar to SG staff to demonstrate the intersectional statistics function of the EEF.</p>

<b>Timing</b>	There are no restrictions on timing. A full-time intern is expected to take up the role from around May 2025-August 2025, whereas a part-time intern is expected to be in post from around May 2025-October 2025.
<b>Challenge-Led Pathway (s) this project aligns to</b>	Social Inequalities;
<b>The expected impacts of this placement</b>	Reporting;Reporting for policymakers;Reporting to policymakers;Reporting to stakeholders;Improved statistics presentation to the public and engagement with Governmental Improvement Strategies;
<b>The skills the intern will develop throughout the placement</b>	Professional conduct;Skills in working with others;Engagement and impact;Data visualisation, working in policy contexts, innovating use of data, communicating statistics and digital accessibility ;
<b>The skills the intern is required to already have to be successful in this placement</b>	Communicating with impact;Data analysis;Data mapping;Data visualisation;Quantitative data analysis; Statistics;coding in R ggplot2 and tidyverse;

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<b>Internship title</b>	<b>R21-06</b> No-One Left Behind: meeting this ambition
<b>Directorate General</b>	Economy
<b>Directorate</b>	Chief Economic Advisor
<b>Division/team</b>	Economy Development Analysis
<b>Primary Location</b>	Glasgow or Edinburgh
<b>SG analytical sponsor name and email</b>	Main Contact: Kirsty Yule; Manager: Helen MacGregor
<b>Is post flexible (hybrid or remote)?</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;
<b>Policy Context</b>	<p>No One Left Behind is the approach to transforming employment support in Scotland. It has a crucial role in achieving our vision for economic transformation and tackling child poverty; and aims to deliver a system that is more tailored and responsive to the needs of people of all ages who want help and support on their journey towards, into and in work - particularly people with health conditions, disabled people and others who are disadvantaged in the labour market.</p> <p>No One Left Behind is our strategy for placing people at the centre of the design and delivery of employability services. It promotes a strengthened partnership approach where the Scottish &amp; Local Government (Partnership Agreement for Employability) work together with public, third and private sector partners to identify local needs and make informed, evidence-based decisions, flexing these to meet emerging labour market demands.</p>



<b>Project details</b>	The intern for this project will begin exploration of a new, critical analytical aspect of Employability services: "unmet need". There is currently no central definition for "unmet need" in Employability services so the intern will work across Scottish and Local Government to establish what the various understandings of unmet need are and to collectively determine a working definition for this term. The intern will then explore and summarise what data Local Governments and their partners already collect in terms of unmet need, focussing on what could help us to understand the extent of unmet need in Scotland's Devolved Employability services. The intern will then work with the Employability Statistics team to help to develop a draft methodology for the regular capturing and reporting of unmet need for No One Left Behind.
<b>Timing</b>	no restrictions, but as soon as possible would be better.
<b>Challenge-Led Pathway (s) this project aligns to</b>	Social Inequalities;
<b>The expected impacts of this placement</b>	Policy development;Budget development;Policy implementation;Policy interventions;Policy review;Reporting;Reporting to policymakers;Strategy development;Reporting to partners;
<b>The skills the intern can develop throughout the placement</b>	Communication and writing skills;Engagement and impact;Professional conduct;Skills in working with others;Professional management;
<b>The skills the intern is required to already have to be successful in this placement</b>	Data mapping;Data analysis;Evidence review;Quantitative data analysis;Qualitative data analysis;Stakeholder engagement; Statistics;

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<b>Internship title</b>	<b>R21-07 :A case study approach to understanding system change in local child poverty support systems</b>
Directorate General	Communities
Directorate	Directorate for Tackling Child Poverty and Social Justice
Division/team	Communities Analysis Division / Equality and Social Justice Analysis
Primary Location	Edinburgh
SG analytical sponsor name and email	Tracey Hughes, tracey.hughes@gov.scot
Working arrangements (hybrid or remote)	Hybrid
Full time, part time or both?	Full time;Part time;
Policy Context	Eradicating child poverty is the key government priority for the First Minister. The second Tackling Child Poverty Delivery Plan, Best Start, Bright Futures, was published in 2022, and set out the package of measures required to help reach the statutory child poverty targets. This included a commitment to implementing a

	<p>number of exploratory initiatives aimed at ‘system change’ in local child poverty support systems. In this context, ‘system change’ refers to:</p> <ul style="list-style-type: none"> <li>- ensuring that the support people need to move out of poverty is joined up;</li> <li>- partnership working across the public, private and third sectors and a place-based approach to tackling poverty, based in the distinctive needs of different local communities; and</li> <li>- delivering holistic and person-centred whole family support that wraps around the needs of the individual or family in poverty.</li> </ul> <p>It is important to examine how well these place-based policies aimed at ‘system change’ are being delivered in order to improve the lives of families living in poverty. This internship, will play an important role by supporting the wider Evaluation of System Change Initiatives to Tackle Child Poverty which seeks to explore coherence, alignment and join-up across these initiatives.</p> <p>The intern will have an opportunity to play an important role in the policy making cycle. Findings arising from this project, will actively support development of the third and final tackling child poverty delivery plan, due to be published in 2026.</p>
Project details	<p>This project is at the centre of a wide evaluation package that supports the national priority to eradicate child poverty. Findings will feed into specific and practical policy design and implementation. This includes informing delivery of the Fairer Futures Partnerships and the development of the third and final delivery plan to eradicate child poverty.</p> <p>In this highly sensitive and fast paced environment, the intern will be strongly supported by the Poverty and Place-based Research Team. The team provides social research and analytical support on poverty policies, with a primary focus on child poverty. Policies to tackle child poverty are wide ranging and sit across different government departments. As such, the intern will have the opportunity to collaborate with analytical and policy colleagues across Scottish Government.</p> <p>The aim of this particular project is to better understand alignment across local and national approaches to system change, and alignment and join up across different initiatives (both nationally and locally). A series of case studies will explore the meaning of system change in different local contexts, the extent to which initiatives work together to effect system change and how this can be evidenced, and will uncover barriers and facilitators to system change and its sustainability.</p> <p>The project will allow the intern to further develop a wide range of social research skills. In particular, they will contribute to case study research in relevant local areas. This will provide the intern with opportunities to collect, analyse and report on qualitative data from key stakeholders (e.g. Scottish Government policy/analytical colleagues, local project leads, service providers, service users). This will entail: assisting with data collection; developing a coding framework for analysis; and drawing out key findings.</p> <p>The intern will develop a key findings document from this work. The output is expected to be of high quality to allow publication on the</p>

	Scottish Government website. In addition, there will also be opportunities to present the key findings to Scottish Government analytical and policy colleagues and key local stakeholders.
Timing	The timing of the internship will be agreed with the successful applicant. However, we anticipate the internship starting in early May 2025.
Challenge-Led Pathway (s) this project aligns to	Social Inequalities;
The expected impacts of this placement	Policy development;Policy implementation;Policy interventions;Presenting to policymakers;Publication;Reporting;Reporting to partners;Reporting to policymakers;Reporting to stakeholders;Strategy development;
The skills the intern will develop throughout the placement	Communication and writing skills;Engagement and impact;Professional conduct;Professional management;Skills in working with others;
The skills the intern is required to already have to be successful in this placement	Case studies ;Communicating with impact;Data analysis;Qualitative data analysis;Stakeholder engagement;Qualitative data collection;

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<b>Internship title</b>	<b>R21-08 Rural Scotland Indicators and Data Dashboard</b>
<b>Directorate General</b>	DIRECTOR-GENERAL NET ZERO
<b>Directorate</b>	DIRECTORATE FOR ENVIRONMENT AND FORESTRY
<b>Division/team</b>	Rural Communities team, Rural and Environment Science and Analytical Services
<b>Primary Location</b>	Edinburgh. It is likely that the internship will be virtual/remote working but it is also possible to attend Saughton House, Broomhouse Dr, Edinburgh.
<b>SG analytical sponsor name and email</b>	Emma McCallum <Emma.McCallum@gov.scot>
<b>Working arrangements (hybrid or remote)</b>	Remote only
<b>Full time, part time or both?</b>	Full time;
<b>Policy Context</b>	<p>The 2023 policy prospectus (and 2023 Programme for Government) lays out the idea of a Rural Delivery Plan. Quote from 2023 policy prospectus document</p> <p>“Reforming public services will mean that, by 2026, in partnership with Local Government, trade unions and the third sector, amongst others, I will have: Published a Rural Delivery Plan, showing how all parts of the Scottish Government are delivering for rural Scotland. As well as policies on agriculture, land reform, marine, and our Islands Plan, this will cover areas such as transport, housing, social justice, repopulation, digital connectivity and economic development”. Deputy First Minister and Cabinet Secretary for Finance</p> <p>There is already a detailed monitoring system for the whole of</p>

	<p>Scotland in place, namely the Scotland's National Performance Framework monitoring 11 national outcomes. However, this does not adequately cover rural Scotland. Therefore a new set of statistical indicators is required to monitor the new Rural Delivery Plan.</p> <p>Other relevant policy includes the National Islands Plan, Just Transition agenda, committing us to meeting net zero targets by 2045 as well as the Scottish Government's Agricultural Reform Programme.</p> <p>Main statistical trends were compiled for Rural Scotland and published as a dashboard.</p> <p>Rural Scotland Data Dashboard (published 21 December 2023) This dashboard presents data on a range of issues that impact rural Scotland, and the accompanying report summarises the main successes, challenges and trends that can be identified across rural Scotland. This will inform ongoing work on the Rural Delivery Plan, which the Scottish Government has committed to publishing by 2026 – Report and interactive dashboard.</p>
<b>Project details</b>	<p>This project is to analyse Rural Scotland quantitative data in order to up-date this dashboard with Key Performance Indicators for the Rural Delivery Plan. Time series analysis is required as well as the ability to write a summary report presenting statistical trends in a visual form. The intern would have to extract and analyse statistics on the following topics:</p> <ol style="list-style-type: none"> <li>1. Economic development;</li> <li>2. Transport;</li> <li>3. Housing;</li> <li>4. Social justice;</li> <li>5. Population;</li> <li>6. Digital connectivity;</li> <li>7. Education and skills;</li> <li>8. Health and social care. The student will have to manipulate numeric data and present it in visually</li> </ol>
<b>Timing</b>	The internship could begin as soon as possible in 2025. It is expected students will begin March/ April 2025 onwards.
<b>Challenge-Led Pathway (s) this project aligns to</b>	Health, Wellbeing and Communities;Environment, Migration and Demographic Change;
<b>The expected impacts of this placement</b>	Policy development;Presenting to policymakers;Presenting to stakeholders;Publication;Reporting for policymakers;Reporting to stakeholders;
<b>The skills the intern will develop throughout the placement</b>	Academic research management skills;Communication and writing skills;Engagement and impact;Professional conduct;
<b>The skills the intern is required to already have to be successful in this placement</b>	Communicating with impact;Data analysis;Data visualisation;Quantitative data analysis;

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<b>Internship title</b>	<b>R21-09 Exploring options for new, alternative and supporting Labour Market data</b>
<b>Directorate General</b>	Economy
<b>Directorate</b>	Chief Economic Advisor
<b>Division/team</b>	Economic Development Analysis
<b>Primary Location</b>	Either
<b>SG analytical sponsor name and email</b>	Main contact: Kirsty Yule; Line Manager: Luke Main
<b>Working arrangements (hybrid or remote)</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;
<b>Policy Context</b>	<p>The Scottish Government's Labour Market Statistics team provide a high profile range of statistics on the Labour Market, including national and subnational employment, unemployment and economic inactivity figures. These are used widely across Government by Ministers and by policy colleagues in the Fair Work, Labour Market Strategy and Skills policy areas. They are also used to monitor a range of Scottish Government National Performance Framework targets and we contribute relevant analysis for the COVID recovery strategy and the National Strategy for Economic Transformation.</p> <p>The subject matter is of high interest in the context of understanding current issues in the labour market including; recovery from the COVID pandemic, exit from the EU, labour shortages and recent increased inflation, as well as the First Ministers priorities of Growing the Economy and Reducing Child Poverty.</p>
<b>Project details</b>	<p>The intern will be tasked with finding and collating. then comparing and contrasting available metrics of interest from a range of data sources from across government, public and private sectors that could potentially support the existing reporting on Labour Market Statistics in Scotland. The intern will assess which data sources collect similar things, what unique metrics each data source collects, identify gaps in the data, and to assess opportunities that could be created via data linkage projects. The intern will produce a final summary of what data can be achieved from what combination of sources to inform the development and future-proofing of Labour Market Statistics for Scotland.</p> <p>This work is the foundation that will inform the better use of administrative data and data linkage opportunities which will improve the robustness and resilience in Labour Market Statistics.</p>
<b>Timing</b>	no restrictions but looking for a start as soon as possible.

<b>Challenge-Led Pathway (s) this project aligns to</b>	Social Inequalities;Health, Wellbeing and Communities;
<b>The expected impacts of this placement</b>	Publication;Reporting;Policy development;
<b>The skills the intern will develop throughout the placement</b>	Communication and writing skills;Engagement and impact;Professional conduct;Skills in working with others;
<b>The skills the intern is required to already have to be successful in this placement</b>	Communicating with impact;Data analysis;Data mapping;Data visualisation;Evidence review;Quantitative data analysis;

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<b>Internship title</b>	<b>R21-10: SPS Corporate Plan 2023-28: Prisoner Complaints: data and usage</b>
<b>Directorate General</b>	Scottish Prison Service
<b>Directorate</b>	Office of the Chief Executive
<b>Division/team</b>	Improvement Team
<b>Primary Location</b>	Edinburgh
<b>SG analytical sponsor name and email</b>	Becky Murray   rebecca.murray@prisons.gov.scot
<b>Working arrangements (hybrid or remote)</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;
<b>Policy Context</b>	<p>SPS is implementing its Corporate Plan for the period 2023-28. The Corporate Plan sets out SPS's ambition to deliver prison services in a way that is more person-centred, inclusive, trauma-informed and rights based. However, it is being delivered in a time of unprecedented challenge including overcrowding and budgetary challenges. The project seeks to support SPS's production and use of data and evidence, making SPS more transparent and accountable and contributing to improve efficiency. The project will contribute to all three objectives of the Corporate Plan 23-28.</p> <p>Complaints mechanisms serve various purposes including supporting accountability and transparency, protecting human rights, as a channel for obtaining feedback from people in prison on service delivery for improving conditions and promoting fairness and participation. Complaints can serve as a useful source of data on which to assess the current state of prisons and on which to base improvements. This internship will focus on how complaints are handled by staff who receive and investigate complaints and how they are used for identifying areas for improvement in service delivery, in prisons themselves but also organisationally in driving forward change across the estate.</p>
<b>Project details</b>	The overall focus will be on analysis to consolidate the evidence base to improve the usage of complaints data. Specifically, the project will examine:

	<ul style="list-style-type: none"> <li>- How complaints management and complaints data use look across the prison estate, including how complaints are handled by officers, how they are categorised and analysed and how complaints data informs service improvements.</li> <li>- What best practice looks like in complaints management for prison services, including alignment/compliance with SPSO guidelines.</li> </ul> <p>The project will result in a report that documents current complaints handling practices and use of complaints data across the prison estate as well as proposals for improving complaints data recording and use in the form of a framework or set of recommendations for collecting, managing and analysing complaints data taking into consideration the arrival of in-cell technology.</p> <p>The Internship will be located in the Improvement team but will involve working closely with operational colleagues and non-operational colleagues in prisons. The intern will have the opportunity to make evidence-based recommendations to inform penal policy and practice in Scotland.</p>
<b>Timing</b>	The timing of the internship will be agreed with the successful applicant in the spring/summer of 2025.
<b>Challenge-Led Pathway (s) this project aligns to</b>	Securities: Justice, Economies and Conflict;
<b>The expected impacts of this placement</b>	Policy development;Policy implementation;Policy review;Presenting to policymakers;Reporting for policymakers;Reporting to policymakers;
<b>The skills the intern will develop throughout the placement</b>	Academic research management skills;Communication and writing skills;Engagement and impact;Professional conduct;Skills in working with others;
<b>The skills the intern is required to already have to be successful in this placement</b>	Communicating with impact;Data analysis;Evidence review;Mixed-methods;Qualitative data collection;Qualitative data analysis;Quantitative data analysis;Stakeholder engagement;

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<b>Internship title</b>	<b>R21-11: Climate Change Adaptation: Mapping the evidence base and developing an evidence plan to support Scotland's National Adaptation Plan</b>
<b>Directorate General</b>	DG Economy
<b>Directorate</b>	Directorate for Chief Economist
<b>Division/team</b>	Climate Change Analysis
<b>Primary Location</b>	Team works between Glasgow and Edinburgh
<b>SG analytical sponsor name and email</b>	Rachael Punton - Rachael.Punton@gov.scot
<b>Working arrangements (hybrid or remote)</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;Part time;

<b>Policy Context</b>	<p>Climate change means that Scotland will be wetter in winters, drier in summers, sea level rise will continue, and our weather will become more variable and unpredictable. Extreme weather events, and the cascading impacts of climate change, are already putting more pressure than ever before on lives and livelihoods.</p> <p>As well as the continued need to mitigate our emissions, there is also a need to act now to adapt to these severe weather impacts.</p> <p>The third Scottish National Adaptation Plan (SNAP3) sets out how we will respond at a national level to the impacts of climate change and build Scotland's resilience to climate change.</p> <p>SNAP3 is underpinned by the available evidence, particularly the 3rd UKCCRA evidence around 61 risks and opportunities faced by all four UK nations. However, improving the Scottish-specific evidence base is a key policy priority to improve Scotland's response to climate impacts both over the lifetime of the current plan and in the development of future plans.</p>
<b>Project details</b>	<p>The aim of this project is to build on research needs mapping work carried out to date for SNAP3 and support the development of a strategic research and evidence plan for adaptation. This important work will support the implementation of the SNAP3 monitoring and evaluation framework. It will play a key role in developing the evidence base for the next national adaptation plan (SNAP4) and the planned 2027 review of the current M&amp;E framework. Ultimately, this will support better evidence planning and both production and use of research, so that the policies in place to meet our current and future adaptation outcomes are increasingly evidence based.</p> <p>Specifically, the project will synthesise and map Scottish (and wider UK and international where relevant) evidence linked to areas of research interest already identified in stakeholder workshops over 2024 across the 5 outcomes in SNAP3. It will identify where there are areas of significant research activity and an established evidence base across these and identify priorities for further research and evidence gathering. The intern will also have the opportunity to work with the social research team in climate analysis to use this mapping in the development of a strategic evidence and research plan for SNAP3. This will involve supporting the prioritisation of the research gaps identified, developing structured research questions to fill these prioritised gaps and identifying opportunities to answer these questions.</p> <p>The outputs of this project will be a concise written report and accompanying summary. Outputs will also feed into the development of the strategic evidence and research plan for adaptation. There will be the opportunity to present findings to Scottish Government policy colleagues and analysts.</p>
<b>Timing</b>	Flexible from end of April onwards
<b>Challenge-Led Pathway (s) this project aligns to</b>	Environment, Migration and Demographic Change;
<b>The expected impacts of this placement</b>	Policy development;Reporting;Reporting for policymakers;Strategy development;Presenting to policymakers;
<b>The skills the intern will develop</b>	Communication and writing skills;Engagement and impact;Skills in working with others;Academic research management skills;



<b>throughout the placement</b>	
<b>The skills the intern is required to already have to be successful in this placement</b>	Communicating with impact;Data mapping;Evidence review;Stakeholder engagement;

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<b>Internship title</b>	<b>R21-12 : Data with Impact - A collaborative model for developing data driven policy solutions</b>
<b>Directorate General</b>	DG - Corporate
<b>Directorate</b>	Digital Directorate
<b>Division/team</b>	Administrative Data Research Scotland, Office of the Chief Statistician
<b>Primary Location</b>	Edinburgh
<b>SG analytical sponsor name and email</b>	Anja-Maaïke Green (anja-maaïke.green@gov.scot) and Sarah Thomson (sarah.thomson@gov.scot) - Job share team leaders
<b>Working arrangements (hybrid or remote)</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;
<b>Policy Context</b>	<p>The project will contribute to the work of Administrative Data Research Scotland which combines the expertise of academic researchers with specialists in the Scottish Governments Office of the Chief Statistician to transform how de-identified public sector administrative data in Scotland is utilized for public benefit. ADR Scotland is one of the four national partners that make up ADR UK, alongside the Office for National Statistics. The programme has developed a new model with the creation of linkable datasets to help answer new and different policy relevant questions to enrich the evidence base and address major economic and social challenges in Scotland.</p> <p>ADR Scotland has a focus on:</p> <ul style="list-style-type: none"> <li>- Increasing researcher access to administrative data across the public sector</li> <li>- Promoting novel approaches to research through data linkage</li> <li>- Supporting policy focused research that delivers impacts (health, economy, education, children, poverty, inequality, welfare, justice, etc.)</li> <li>- Bringing together partners in academia, government, local government, third and private sectors to develop collective and evidence informed solutions</li> </ul>
<b>Project details</b>	<p>The project will be based with the ADR Scotland Engagement and Impact Team in the Office of the Chief Statistician. ADR Scotland is a multi million ESRC funded initiative, with the next ADR-UK investment period running from 2026-2031. The project is intended to support preparation for the rebid by setting in place a model approach to working with our partners to develop the Strategic Research Themes as an essential part of our future operations. This is an exciting, and ground breaking piece of work which will involve:</p>

	<ul style="list-style-type: none"> <li>- Developing a new integrated model between government and academia - to be replicated across Strategic Research Themes and potentially more widely</li> <li>- Stakeholder engagement - with government analysts/policy, academics, and possibly, local government, third and private sectors</li> <li>- Piloting the integrated model with one Strategic Research Theme</li> <li>- focus to be agreed</li> <li>- Research skills - drawing on Scottish Government Areas of Research Interest and working with analysts and external researchers to set out the evidence base for the pilot</li> <li>- Qualitative and quantitative - enriching the evidence picture through mixed method insights</li> <li>- Contributing to a large ESRC funded, UK Government wide research funding bid</li> </ul> <p>The successful intern will work alongside a Relationship and Engagement Lead, Policy and Impact Lead and a Communications Manager and be supported by the team leaders (job share). We are a really friendly and dynamic team with a diverse programme of work and close connections across Scottish Government analytical and policy areas which we could support you to experience.</p>
<b>Timing</b>	April 2025 onwards
<b>Challenge-Led Pathway (s) this project aligns to</b>	Health, Wellbeing and Communities;Social Inequalities;
<b>The expected impacts of this placement</b>	Policy development;Policy recommendations;Policy review;Presenting to policymakers;Presenting to stakeholders;Reporting for policymakers;Reporting to partners;Reporting to policymakers;Reporting to stakeholders;Strategy development;
<b>The skills the intern will develop throughout the placement</b>	Academic research management skills;Engagement and impact;Communication and writing skills;Skills in working with others;
<b>The skills the intern is required to already have to be successful in this placement</b>	Evidence review;Communicating with impact;Stakeholder engagement;Mixed-methods;Data mapping;

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<b>Internship title</b>	<b>R21-13</b> :Breaking down silo working – designing a systems approach to the process of developing food policy and creating metrics to assess effectiveness.
<b>Directorate General</b>	Net Zero
<b>Directorate</b>	ARE
<b>Division/team</b>	Food and Drink/Good Food Nation
<b>Primary Location</b>	Edinburgh – Saughton House
<b>SG analytical sponsor name and email</b>	Minna Liinpaa
<b>Working arrangements (hybrid or remote)</b>	Hybrid

<b>Full time, part time or both?</b>	Full time;Part time;
<b>Policy Context</b>	<p>The Good Food Nation (Scotland) Act 2022 sets out the legislative duty for Scottish Ministers to produce a national Good Food Nation Plan. These plans will have to set out the main outcomes to be achieved in relation to food-related issues, the policies needed to do this and the measures we will use to assess progress.</p> <p>The Act provides a new approach to developing a more joined up approach to food policy. The technical detail is that there is a requirement for Scottish Ministers to have regard to the national Good Food Nation Plan when carrying out any governmental work listed as a specified function. The functions will be set out in legislation. In this way the specified functions give effect to the Plan, ensuring that Scottish Ministers are considering the impact that their actions will have on future policy related to food. As this is a new process there are no established processes in place to ensure officials are aware of this legislative requirement or to measure the effectiveness of this approach.</p>
<b>Project details</b>	<p>This project provides an exciting opportunity to work in a cross-cutting and dynamic policy area. The purpose of this project is to consider how to translate this novel legislative requirement into the day to day working practice across the Scottish Government. The project will identify options for how to embed a process of collaborative and cross policy working in relation to food policy across the Scottish Government. The project will also consider how the effectiveness of this process can be measured.</p> <p>This will require working with officials to identify the most efficient way of ensuring the need to have regard to the national Plan is understood and enacted upon, and that there is an audit trail of how this has been done. The work will need to consider how this information will be collected and stored so that it can be used as evidence, if needed, of how regard has been had. The project will also need to consider the development of metrics that can be used to assess the effectiveness of the process. It is envisaged that the project could involve e.g. conducting a literature / evidence review; identifying relevant case studies; qualitative data collection/analysis. However, the successful candidate will be invited to help shape the final design of the project.</p>
<b>Timing</b>	No known restrictions on timing.
<b>Challenge-Led Pathway (s) this project aligns to</b>	Governance and Institutions;Social Inequalities;
<b>The expected impacts of this placement</b>	Policy development;Policy implementation;Policy recommendations;Presenting to policymakers;Reporting for policymakers;
<b>The skills the intern will develop throughout the placement</b>	Academic research management skills;Communication and writing skills;Engagement and impact;Professional conduct;Skills in working with others;
<b>The skills the intern is required to already have to be successful in this placement</b>	Case studies ;Communicating with impact;Data analysis;Evidence review;Qualitative data analysis;Qualitative data collection;Stakeholder engagement; Statistics;

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<b>Internship title</b>	<b>R21-14: Improving impact assessments to support the use of evidence in Scottish Government policy making</b>
<b>Directorate General</b>	Communities
<b>Directorate</b>	Tackling Child Poverty & Social Justice
<b>Division/team</b>	Office of the Chief Social Policy Adviser
<b>Primary Location</b>	Edinburgh - although it will be possible to work from other locations
<b>SG analytical sponsor name and email</b>	Tom Lamplugh / tom.lamplugh@gov.scot
<b>Working arrangements (hybrid or remote)</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;Part time;
<b>Policy Context</b>	<p>Impact assessments are designed to ensure that proper consideration is given to how decisions affect businesses, the environment and people with different protected characteristics. Impact assessments support evidence-based policymaking and help drive progress towards our National Outcomes , meet our legal obligations and demonstrate transparency.</p> <p>The Scottish Government (SG) currently has eight different impact assessments that need to be completed when developing policies. Scotland's system of impact assessments has evolved over the last 25 years of devolution. There is a need to understand how policy teams approach these multiple requirements and consider how impact assessments operate as a system and how changes could result in improved outcomes.</p> <p>SG has initiated work over two years to strengthen our approach to policy making and support policy teams to undertake timely, high quality impact assessments that inform decision making. This work is being conducted by a group of Senior Civil Servants (which includes the Head of the Scottish Government Policy Profession, the Chief Researcher, Chief Statistician, Chief Economist and Chief Scientific Adviser). This project will contribute to this programme of work.</p>
<b>Project details</b>	<p>This internship forms part of an exciting cross-government programme to enhance how policymakers take account of the impacts of their decisions on different people, organisations or places. Working in a small team led by Chief Social Policy Adviser Professor Linda Bauld, but engaging with multiple policy and analytical areas, the candidate will contribute to a high profile programme of actions to develop the system of impact assessments within the Scottish Government. The team has a strong track record of hosting successful SGSSS internships.</p> <p>The project will review how impact assessments were conducted for a selection of key decisions from across the Scottish Government. The work will involve analysing the content of the documents developed or published and gathering policy teams' reflections on the process of producing them.</p> <p>This could take the form of desk-based review, engagement with policy teams or stakeholders, user research or combined methods.</p>

	The candidate will have the opportunity to engage with how decisions are shaped around evidence at the heart of government, producing outputs that will help strengthen the process of policy development across portfolios.
<b>Timing</b>	To be agreed with the applicant. Ideally as soon after May 2025 as possible but we can be flexible about the start date.
<b>Challenge-Led Pathway (s) this project aligns to</b>	Social Inequalities;Governance and Institutions;
<b>The expected impacts of this placement</b>	Policy development;Publication;Policy interventions;Strategy development;Policy review;
<b>The skills the intern will develop throughout the placement</b>	Academic research management skills;Communication and writing skills;Engagement and impact;Skills in working with others;
<b>The skills the intern is required to already have to be successful in this placement</b>	Evidence review;Qualitative data analysis;Qualitative data collection;Communicating with impact;Stakeholder engagement;Synthesising evidence from a number of sources. This project can to some extent be shaped around the skills and experience of the applicant.;

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<b>Internship title</b>	<b>R21-15: Adult Support and Protection – Data and Evidence Review</b>
<b>Directorate General</b>	DG Health and Social Care
<b>Directorate</b>	Directorate of Social Care & NCS Development
<b>Division/team</b>	Adult Support and Protection Team, Regulation, Improvement and Integration Support Division
<b>Primary Location</b>	Edinburgh
<b>SG analytical sponsor name and email</b>	Cate Neil, Social Care Analytical Unit
<b>Working arrangements (hybrid or remote)</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;Part time;
<b>Policy Context</b>	The Adult Support and Protection Improvement Plan sets out key actions on assurance, governance, data & information, legislation, policy and guidance, practice improvement and prevention to improve support and protection for adults at risk of harm. This includes a work stream on scrutiny and assurance via the ASP joint inspection programme; and one on revising, implementing and analysing the national ASP dataset to improve data and evidence on the protection of adults at risk of harm. Workstream actions are interlinked, which strengthens our approach to improvement. This assists policy makers, Ministers, stakeholders and the general public in understanding how well adult support and protection

	arrangements are working and in identifying where further improvements in policy and practice are required.
	<p>The ASP dataset has been revised to provide more robust data to inform improvement both at local and national level. Iriss worked with 5 ASP Learning Partners to review the previous ASP annual data return and develop a revised ASP minimum dataset. This has been approached in 2 phases, with Phase 1 indicators commenced in April 2023 largely mirroring indicators from the previous annual return. Phase 2 indicators were developed and tested by learning partners throughout 2023. The Phase 2 subset of the ASP minimum dataset was rolled out across all local authorities in April 2024.</p> <p>In parallel, as part of the ASP joint inspection programme, inspection partners have recently produced an ASP Quality Improvement Framework (QIF). This can be used by partnerships to develop consistent approaches to audit and self-evaluation and can inform future ASP inspection activity. Work is commencing shortly within a cohort of partnerships to utilise the QIF as part of self-evaluation activity focused on early intervention and prevention.</p> <p>The purpose of this proposed internship project is to draw the above two workstreams together by undertaking a review of relevant existent data and evidence, to identify factors that contribute to adults being most at risk; and to identify any gaps in our knowledge about risk factors/characteristics that can inform future ASP self-evaluation activity. The review will include existing evidence, such as national outcomes of inspection activity and intelligence shared across the ASP sector (identifying areas for improvement); the ASP minimum dataset (e.g. key client groups or areas of harm); and a review of national data, such as Public Health Scotland dashboards (including indicators where adults are more at risk, such as drug and alcohol). A report and/or presentation on the main findings will be shared with key stakeholders including the National ASP Data Reference Group; Iriss and its learning partners; Scottish Government cross policy public protection team; and the National ASP Implementation Group (tasked with supporting implementation of the ASP Code of Practice (2022)).</p>
<b>Project details</b>	
<b>Timing</b>	Commencing May 2025 (start flexible until August 2025)
<b>Challenge-Led Pathway (s) this project aligns to</b>	Health, Wellbeing and Communities;Social Inequalities;
<b>The expected impacts of this placement</b>	Policy implementation;Presenting to policymakers;Presenting to stakeholders;Reporting to partners;Strategy development;
<b>The skills the intern will develop throughout the placement</b>	Communication and writing skills;Engagement and impact;Skills in working with others;
<b>The skills the intern is required to already have to be successful in this placement</b>	Data analysis;Data mapping;Qualitative data analysis;Evidence review;Quantitative data analysis;

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<b>Internship title</b>	<b>R21-16: Developing the evidence base on childcare for families most at risk of poverty</b>
<b>Directorate General</b>	Education and Justice
<b>Directorate</b>	Learning
<b>Division/team</b>	Children and Families Analysis
<b>Primary Location</b>	Edinburgh
<b>SG analytical sponsor name and email</b>	Gillian Achurch, gillian.achurch@gov.scot
<b>Working arrangements (hybrid or remote)</b>	Hybrid
<b>Full time, part time or both?</b>	Part time;Full time;
<b>Policy Context</b>	<p>Four 'Early Adopter Communities' in Scotland (Clackmannanshire, Dundee, Inverclyde and Glasgow) have been developing local, people-centred systems of school-age childcare since October 2022. The aim of these Early Adopter Communities is to improve the lives of families most at risk of poverty, and to learn and understand what is needed at a local level to fund and deliver childcare for families. Scottish Government's School Age Childcare Delivery Framework sets out this work in more detail, including the people-centred, place-based approach being taken.</p> <p>In the 2023-24 Programme for Government, we committed to establishing two new Early Adopting Communities in Fife and Shetland, which are now beginning to expand access to childcare in target communities. The Programme for Government also committed to expanding the scope of Early Adopting Communities to include young children (before school age) to the end of primary school, as a key part of developing the evidence base to support our understanding of what younger children need from childcare, including family support models.</p>
<b>Project details</b>	<p>Scottish Government has committed to better understanding and testing how to deliver high-quality, local, affordable and accessible childcare which supports family wellbeing and employment and helps lift families out of poverty. We are working to build our evidence base in this area and are seeking an intern to help us with this. The project will involve gathering, critically evaluating and summarising evidence from a range of sources to fill identified evidence gaps. These will be confirmed and agreed at the outset of the project, but are likely to include evidence on childcare experiences, barriers and needs for marginalised groups such as minority ethnic and disabled mothers and carers. We would then like the intern to produce engaging, clear and concise outputs summarising the key evidence for policymakers. This would involve consulting with the intended users to scope out their needs and ensuring that the final output is as useful as possible in informing policymaking decisions.</p> <p>This internship would be an exciting opportunity to contribute to developing our evidence base in this area, and to ensure that this evidence is easily available and useable for policymakers during this period of innovative policy development.</p>
<b>Timing</b>	No restrictions

<b>Challenge-Led Pathway (s) this project aligns to</b>	Social Inequalities;Health, Wellbeing and Communities;
<b>The expected impacts of this placement</b>	Policy development;Policy implementation;Policy interventions;Policy recommendations;Reporting to policymakers;
<b>The skills the intern will develop throughout the placement</b>	Communication and writing skills;Skills in working with others;Professional conduct;
<b>The skills the intern is required to already have to be successful in this placement</b>	Communicating with impact;Data analysis;Evidence review;

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<b>Internship title</b>	<b>R21-17: Linking data to provide insights on variations in Cardiovascular Disease Prescribing in Scotland</b>
<b>Directorate General</b>	DG - Health and Social Care
<b>Directorate</b>	Directorate for Population Health
<b>Division/team</b>	DPH Health and Social Care Analysis
<b>Primary Location</b>	Edinburgh or Glasgow
<b>SG analytical sponsor name and email</b>	Karen Macpherson
<b>Working arrangements (hybrid or remote)</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;
<b>Policy Context</b>	<p>One in six of the adult Scottish population has cardiovascular disease. This figure rises to more than one in five for adults in the most deprived two quintiles of society. Around 80% of cardiovascular disease can however be attributed to modifiable risk factors. These include hypertension, high cholesterol, raised lipids, obesity and smoking. The Scottish Government Heart Disease Action Plan (4. Priority 1: Prevention - tackling risk factors: - Heart disease: action plan - gov. scot) aims to improve the detection and management of these risk factors and contribute to a reduction in health inequalities.</p> <p>Medication prescribing is one management option available to clinicians. A Cardiovascular Risk Factor Quality Prescribing Group has been set by The Effective Prescribing and Therapeutics Division of The Scottish Government to develop a Quality Prescribing Guide, with a focus on CVD prevention, to support prescribing in this clinical area. Understanding and awareness of the impact of CVD related prescribing in clinical practice on CVD morbidity and mortality outcomes, and whether there is inappropriate / unwarranted variation across regions in Scotland, including by SIMD, ethnicity and also by gender, is currently limited. Some antihypertensive medications may be prescribed for other conditions in addition to elevated blood pressure. making prescribing data for these medicines complex to interpret. However,</p>



	<p>statin medications are primarily prescribed to reduce high cholesterol or following a cardiovascular event. As such, studying prescribing of statins across Scotland using data from the Prescribing Information System and linking this to morbidity data from SMR01 and mortality data from National Records Scotland can provide an indication of whether there are variations in outcomes associated with prescribing that could then be investigated further.</p>
<b>Project details</b>	<p>The internship will contribute to the work of Administrative Data Research Scotland which combines the expertise of academic researchers with specialists in the Scottish Governments Office of the Chief Statistician to transform how de-identified public sector administrative data in Scotland is utilized for public benefit. ADR Scotland is one of the four national partners that make up ADR UK, alongside the Office for National Statistics. The programme has developed a new model with the creation of linkable datasets to help answer new and different policy relevant questions to enrich the evidence.</p> <p>This project will make use of data sets available via Research Data Scotland's Research Access Scheme Approval Pathway (RAS datasets and variables   Research Data Scotland) and national audit data to start to investigate questions relating to CVD prescribing and outcomes. There is the potential to build on work taking place already using national audit data, and to link with the wider research programme in Scotland in this area. It will enable a candidate with existing quantitative analysis skills to develop these further by engaging with Research Data Scotland, and to work with specialist clinical advisors and policy makers in the Scottish Government on a key priority area for population health in Scotland.</p>
<b>Timing</b>	Ideally start date will be around end May/early June
<b>Challenge-Led Pathway (s) this project aligns to</b>	Health, Wellbeing and Communities;Social Inequalities;
<b>The expected impacts of this placement</b>	Policy recommendations;Presenting to policymakers;Presenting to stakeholders;Strategy development;Research/statistical analysis;
<b>The skills the intern will develop throughout the placement</b>	Engagement and impact;Communication and writing skills;Skills in working with others;Data linkage;
<b>The skills the intern is required to already have to be successful in this placement</b>	Data analysis;Evidence review;Quantitative data analysis;

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<b>Internship title</b>	<b>R21-18:</b> Reactive project in support of Drugs Policy and the National Mission on Drugs
<b>Directorate General</b>	Health and Social Care
<b>Directorate</b>	Population Health
<b>Division/team</b>	Health and Social Care Analysis/Substance Use Team
<b>Primary Location</b>	Edinburgh

<b>SG analytical sponsor name and email</b>	Anniek Sluiman (anniek.sluiman@gov.scot) (main contact - manager of intern tbc)
<b>Working arrangements (hybrid or remote)</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;Part time;
<b>Policy Context</b>	In January 2021 the First Minister announced a new National Mission to reduce drug deaths and harms supported by an additional £50 million funding per year over the lifetime of this Parliament (2021 to 2026). The aim of the National Mission is to reduce drug deaths and improve the lives of those impacted by drugs. We will do this by preventing people from developing problem drug use; reducing harms from the consumption of drugs; getting more people into high quality treatment and recovery services; addressing the needs of people with multiple and complex needs and supporting families and communities affected by problem drug use.
<b>Project details</b>	<p>SGSSS internships present invaluable opportunities for analytical outputs to be produced that are reactive and supportive to rapidly changing policy needs. As such, the outputs of these internships are likely to be of great relevance and value to the work of policy colleagues and present opportunity to have real impact on decision making. With this in mind, we will develop the specific focus of this project closer to when the internship is due to start. We will also try to offer a choice of the project that they undertake and ensure the project is shaped around the skills of the candidate. Previous research projects have included evidence/data reviews, surveys, mapping exercises and interviewing.</p> <p>Topics which are likely to be particularly relevant around the time of the internship include work on the evidence base for drug education and prevention in Scotland, as well as deep dives into topic areas such as stigma, benzodiazapines, gabapentinoids and international comparisons. This may change depending on the policy priorities at this point in time.</p>
<b>Timing</b>	No restrictions on the timing of students taking up this post.
<b>Challenge-Led Pathway (s) this project aligns to</b>	Social Inequalities;Health, Wellbeing and Communities;
<b>The expected impacts of this placement</b>	Policy development;Policy interventions;Policy review;Presenting to policymakers;Publication;Reporting to policymakers;Reporting to stakeholders;Strategy development;
<b>The skills the intern will develop throughout the placement</b>	Communication and writing skills;Engagement and impact;Professional conduct;Professional management;Skills in working with others;
<b>The skills the intern is required to already have to be successful in this placement</b>	Communicating with impact;Data analysis;Data mapping;Evidence review;Mixed-methods;Qualitative data analysis;

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<b>Internship title</b>	<b>R21-19:</b> Development of a national standard on accessibility for disabled passengers in ferry travel
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<b>Directorate General</b>	Net Zero
<b>Directorate</b>	Transport Scotland
<b>Division/team</b>	Ferries Policy Team
<b>Primary Location</b>	Edinburgh or Glasgow
<b>SG analytical sponsor name and email</b>	Caroline Gregory
<b>Working arrangements (hybrid or remote)</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;Part time;
<b>Policy Context</b>	<p>Transport Scotland is working on producing the Islands Connectivity Plan (ICP) which considers issues including accessibility, reliability &amp; resilience, integration and low carbon and sets out that future ferry services will be safe, accessible and provide easy to use and affordable transport connectivity for all users.</p> <p>To deliver this outcome, following positive consultation responses to its proposal, Transport Scotland has made a commitment to develop an Accessibility Standard for ferry services.</p>
<b>Project details</b>	<p>This would be a discrete project within the ICP working with the Mobility and Access Committee Scotland (MACS), ferry and port operators and councils and other user group representatives such as Scottish Tourism Alliance.</p> <p>The objective would be to develop an Accessibility Standard for ferry services that will be in addition to legal requirements for physical and mental accessibility and will act as guidance for island and peninsula ferry services, including vessel and port design, information and customer service.</p> <p>This might require data gathering and analysis of existing relevant legislative requirements, guidance and standards and existing accessibility issues around maritime travel as well as gap analysis to inform the scope of the Accessibility Standard. It will also require engagement with subject matter experts and user representatives.</p>
<b>Timing</b>	Aiming for completion of the standard in 2025.
<b>Challenge-Led Pathway (s) this project aligns to</b>	Social Inequalities;
<b>The expected impacts of this placement</b>	Policy development;Presenting to policymakers;Presenting to stakeholders;working with stakeholders;
<b>The skills the intern will develop throughout the placement</b>	Communication and writing skills;Engagement and impact;Professional conduct;Skills in working with others;
<b>The skills the intern is required to already have to be successful in this placement</b>	Case studies ;Data analysis;Evidence review;Qualitative data collection;Stakeholder engagement;Ability to read and understand legislative framework;

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<b>Internship title</b>	<b>R21-20</b> Delivering Value Based Health & Care in Scotland - progress and impact assessment
<b>Directorate General</b>	Health and Social Care
<b>Directorate</b>	DIRECTORATE FOR CHIEF OPERATING OFFICER, NHS SCOTLAND
<b>Division/team</b>	Whole System Intelligence Analysis: Research
<b>Primary Location</b>	Any
<b>SG analytical sponsor name and email</b>	Joe Rose - joe.rose@gov.scot
<b>Working arrangements (hybrid or remote)</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;Part time;
<b>Policy Context</b>	<p>Value Based Health &amp; Care aims to deliver better outcomes and experiences for the people we care for through the equitable, sustainable, appropriate and transparent use of available resources. This is underpinned by the principles of Realistic Medicine which aims to reduce harm, waste and unwarranted variation, as well as championing innovation and improvement. Alongside acknowledgment and management of the inherent risks associated with all health and care, these principles are essential to delivering a sustainable health system for the future.</p> <p>To support these aims, the Value Based Health and Care Action Plan was published in 2023, setting out 6 commitments and 13 Actions. The Action Plan commits to iteratively assessing progress and impact, and to this end work is underway to develop a measurement framework for the Action Plan.</p>
<b>Project details</b>	<p>This project is based in the Whole System Intelligence Research team, within the Directorate for the Chief Operating Officer for NHS Scotland. The project will support the ongoing creation of a measurement framework for the Value Based Health and Care Action Plan, crucial for understanding progress and impact of the Action Plan. The Intern will lead on advancing the development of a Patient Outcomes Framework, designed to measure how the health and social care system in Scotland is performing for its users. A background document, including literature review, has been produced for the Patient Outcomes Framework; the next steps require us to progress from conceptualisation to delivery.</p> <p>Additionally, there is scope for the project to give the Intern opportunities to experience a wide range of key Government research skills, including development of data collection tools, qualitative and quantitative analysis, evidence reviews, evaluation and engagement with Policy colleagues and external stakeholders.</p>
<b>Timing</b>	None
<b>Challenge-Led Pathway (s) this project aligns to</b>	Health, Wellbeing and Communities;Social Inequalities;
<b>The expected impacts of this placement</b>	Policy development;Policy implementation;Policy recommendations;Policy review;Presenting to policymakers;Presenting to stakeholders;Strategy development;
<b>The skills the intern will develop</b>	Communication and writing skills;Engagement and impact;Professional conduct;Professional management;Skills in working with others;

<b>throughout the placement</b>	
<b>The skills the intern is required to already have to be successful in this placement</b>	Communicating with impact;Data analysis;

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<b>Internship title</b>	<b>R21-21</b> Tackling health inequalities: evidence for the national review of Community Link Workers
<b>Directorate General</b>	DG Health and Social Care
<b>Directorate</b>	Population Health
<b>Division/team</b>	Health and Social Care Analysis: Healthcare and Workforce Unit
<b>Primary Location</b>	Edinburgh
<b>SG analytical sponsor name and email</b>	Karen Munro (karen.munro@gov.scot); intern manager Emily Ross (emily.ross@gov.scot)
<b>Working arrangements (hybrid or remote)</b>	Hybrid
<b>Full time, part time or both?</b>	Part time;Full time;
<b>Policy Context</b>	<p>General practice, as the 'front door' of the NHS, has a unique role in addressing health inequalities, a priority for the Scottish Government. Community Link Workers (CLWs) are vital to this: they provide people with holistic, non-stigmatising support for issues which contribute to health inequalities and preventable illness (e.g. debt, housing, loneliness and poverty). CLWs help people to navigate the health and social care system and to identify possible solutions for their life-challenges. They use 'social prescribing' approaches to connect people with resources and services that range from financial, housing and welfare support to community groups or opportunities to be physically active, depending on the individual's needs. There are currently over 325 CLWs working in GP practices in Scotland.</p> <p>The Scottish Government is currently reviewing national policy on CLWs and service delivery across Scotland, a key theme of which is to improve future support for CLWs' skills and professional development. CLWs come from a broad spectrum of professional backgrounds and roles vary according to local needs. This is a significant strength, but means there is a lack of structure and consistent support for CLWs. Ministers have made clear that the CLW role needs greater stability and consistency so that people are attracted to the role, feel supported and valued, and can work with GPs and other professionals to provide holistic support to people who most need it. This internship is an exciting opportunity for you to directly support the national CLW review by working with SG policymakers and social researchers, and you will also collaborate with external stakeholders.</p>
<b>Project details</b>	The internship's objectives are to provide policymakers with a better, evidence-based understanding of: the training/professional support CLWs already receive and gaps in this; and the views of CLWs and those who manage and commission CLWs services about their priorities for professional support and development

	<p>needs. We expect the project approach to be a combination of: desk-based work (e.g. reviewing reports); data collection and analysis (e.g. interviews, focus groups, online survey); which will lead to a report and key messages Powerpoint. There will some scope to shape the project based on your strengths and skills. The project builds on work by the Scottish Community Link Worker Network (SCLWN), including its 2023 'Essential Connections' research and a 2022 training needs assessment.</p> <p>You will be supervised by a SG Health and Social Care Analysis (HSCA) social researcher and work closely with the Health Inequalities and Mental Health in Primary Care policy team who are responsible for national policy on CLWs, within its wider work on health inequalities, and other policymakers. HSCA comprises statisticians, researchers, economists and operational researchers, and provides evidence and analysis for Ministers and policy teams to inform and shape health and social care policy in line with Scottish Government priorities.</p>
<b>Timing</b>	We are looking for this internship to start in June 2025, although the exact timing of the internship will be agreed with the successful applicant.
<b>Challenge-Led Pathway (s) this project aligns to</b>	Health, Wellbeing and Communities; Social Inequalities;
<b>The expected impacts of this placement</b>	Policy recommendations; Policy review; Presenting to policymakers; Presenting to stakeholders; Reporting; Reporting for policymakers; Reporting to policymakers; Reporting to stakeholders;
<b>The skills the intern will develop throughout the placement</b>	Academic research management skills; Communication and writing skills; Engagement and impact; Professional conduct; Skills in working with others;
<b>The skills the intern is required to already have to be successful in this placement</b>	Communicating with impact; Evidence review; Qualitative data analysis; Qualitative data collection;

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<b>Internship title</b>	<b>R21-22: Health inequalities – data linkage project for Children and Young People and Population Health</b>
<b>Directorate General</b>	Health and Social Care
<b>Directorate</b>	Population Health
<b>Division/team</b>	Health and Social Care Analysis Division
<b>Primary Location</b>	Edinburgh
<b>SG analytical sponsor name and email</b>	Justine Menzies, email is justine.menzies@gov.scot
<b>Working arrangements (hybrid or remote)</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;
<b>Policy Context</b>	Scotland faces ongoing challenges with persisting health inequalities. These inequalities can affect many aspects of people's lives, can occur at different stages of life and persist for many years. There are observable inequalities across a wide range of health and care areas, for example, a reduced number of years



	<p>spent in good health as well as reduced overall life expectancy.</p> <p>This internship covers the areas of Children and Young People's Health and Population Health. It will make use of data sets available via Research Data Scotland's Research Access Scheme Approval Pathway [<a href="https://www.researchdata.scot/accessing-data/researcher-access-service/ras-datasets-and-variables/">https://www.researchdata.scot/accessing-data/researcher-access-service/ras-datasets-and-variables/</a>] and use data linkage to investigate and report on outcomes of interest in the area of health inequalities, particularly for maternal and childhood outcomes. There is also the option to provide insight into wider areas of population health such as drugs, cancers, mental health etc.</p>
<b>Project details</b>	The project will contribute to the work of Administrative Data Research Scotland which combines the expertise of academic researchers with specialists in the Scottish Governments Office of the Chief Statistician to transform how de-identified public sector administrative data in Scotland is utilized for public benefit. ADR Scotland is one of the four national partners that make up ADR UK, alongside the Office for National Statistics. The programme has developed a new model with the creation of linkable datasets to help answer new and different policy relevant questions to enrich the evidence base and address major economic and social challenges in Scotland.
<b>Timing</b>	Ideally to start around end May/June
<b>Challenge-Led Pathway (s) this project aligns to</b>	Health, Wellbeing and Communities;Social Inequalities;
<b>The expected impacts of this placement</b>	Policy recommendations;Presenting to policymakers;Presenting to stakeholders;Reporting;Reporting for policymakers;Reporting to partners;Reporting to policymakers;Reporting to stakeholders;Strategy development;
<b>The skills the intern will develop throughout the placement</b>	Engagement and impact;Skills in working with others;Communication and writing skills;
<b>The skills the intern is required to already have to be successful in this placement</b>	Data analysis;Quantitative data analysis; Statistics;Communicating with impact;

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<b>Internship title</b>	<b>R21-23:</b> Sector Analysis: Using data blending and dashboards to summarise economic performance
<b>Directorate General</b>	DG Economy
<b>Directorate</b>	Directorate for the Chief Economist
<b>Division/team</b>	OCEA Economic Development Analysis / Business Economics & Sectors
<b>Primary Location</b>	Glasgow, 5 Atlantic Quay
<b>SG analytical sponsor name and email</b>	Duncan Whitehead (duncan.whitehead@gov.scot)
<b>Working arrangements (hybrid or remote)</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;Part time;

<p><b>Policy Context</b></p>	<p>“Modern dynamic economies do not stay still long enough to allow for an accurate reading of their underlying structures.” - Alan Greenspan, Former Chairman of the US Federal Reserve</p> <p>The structural pattern of the economy is changing all the time. It has changed quite considerably in the past twenty years, partly because of the various shocks to the economy (i.e., the financial crisis, Covid-19, cost of living crisis, etc.), but also triggered by technological innovation or new economic developments and by shifts in capital/labour, changes in supply and demand of resources, and changes in the political landscape.</p> <p>Scotland's National Strategy for Economic Transformation sets out the priorities for Scotland's economy (as well as the actions needed) to achieve the Scottish government vision of a wellbeing economy. The National innovation strategy identifies a programme of actions designed to make Scotland one of the most innovative small nations in the world. Key to this is ensuring Scotland has a competitive advantage, strong research, and business base in a number of key markets.</p> <p>Directorate General Economy (DG Economy) is responsible for the overall Scottish Government support provided to Scotland based businesses, and for advice, and for implementing targeted and effective support to growth and innovations sectors. OCEA analysts work across DG Economy Directorates and collectively advise Cabinet, Ministers, the Permanent Secretary and the Executive Team on a range of cross-cutting challenges facing businesses.</p>
<p><b>Project details</b></p>	<p>The internship will be hosted within the Scottish Government's Office of the Chief Economic Adviser (OCEA), specifically in the Directorate for Chief Economist's OCEA: Business Economic &amp; Sector (BES) team. This team provides economic analysis support to DG Economy, working alongside policy advisers, statisticians, and researchers. The internship will involve providing analytical and data analysis support for the delivery of the Scottish Government's National Innovation Strategy, with project details tailored to the intern's skills and the team's specific needs.</p> <p>The main project will likely account for two-thirds of the internship, focusing on the analysis of key growth and innovation driving sectors across the Scottish economy, identifying performance trends, barriers to growth, and potential outcomes that could arise from targeted and effective support. The remaining third of the internship will provide additional support to priority projects across the team, ensuring a well-rounded and enriching experience.</p> <p>The project would be ideal for aspiring data analysts who are eager to use new technologies in data analysis and visualisation to bring new value to existing data collections. Interns will create reproducible analytical pipelines (RAP) to understand and communicate a fair and unbiased understanding of the performance of Scotland's key sectors, primarily by gathering evidence from various data sources, including official statistics and third-party inputs. The evidence should then be organised into a data repository for creating and updating RAP dashboards, using appropriate tools (i.e. R/R Markdown or Power BI, etc.).</p> <p>The intern will apply technical expertise in data analysis,</p>



	<p>addressing complex, multi-dimensional issues, to produce interactive dashboards or briefings that succinctly summarise the performance of Scotland's key growth and innovation sectors, providing a valuable resource for the Scottish Government to use in supporting economic development policy, implementation and monitoring.</p> <p>The OCEA: Business Economic &amp; Sector Business (BES) team invites expressions of interest from students with an interest in applying their data analysis knowledge and skills and proficient technical experience to contribute to the work of DG Economy. We welcome applications from students in any social science discipline.</p> <p>Required skills:</p> <ul style="list-style-type: none"> <li>• excellent numeracy and competency in statistics is essential</li> <li>• a proficient working knowledge of, and keen interest in, data analysis and visualisation techniques are essential (e.g., Excel, R/R markdown and/or Power BI)</li> <li>• good written and oral communication skills is desirable</li> <li>• literature searching, reviewing and synthesising skills – including reviewing papers from a wide range of disciplines and sources – are desirable</li> </ul> <p>Candidates should also have</p> <ul style="list-style-type: none"> <li>• good organisation skills, a keen eye for detail, and an ability to handle project work that could be sensitive.</li> <li>• effectiveness in prioritising workloads, and time management.</li> <li>• an ability to operate across traditional analytical boundaries and disciplines</li> </ul>
<b>Timing</b>	The successful candidate will ideally be able to start in the period from April to June 2025 and complete project work by autumn 2025.
<b>Challenge-Led Pathway (s) this project aligns to</b>	Communication, AI and New Technologies;Governance and Institutions;
<b>The expected impacts of this placement</b>	Policy development;Policy implementation;Policy interventions;Policy recommendations;Presenting to policymakers;Presenting to stakeholders;Publication;Reporting;Data analysis and visualisation;
<b>The skills the intern will develop throughout the placement</b>	Academic research management skills;Communication and writing skills;Engagement and impact;Professional conduct;Professional management;Skills in working with others;Data analysis and visualisation;
<b>The skills the intern is required to already have to be successful in this placement</b>	Communicating with impact;Data analysis;Data mapping;Data visualisation;Evidence review;Stakeholder engagement; Statistics;Data analysis and visualisation tools (i.e. R, R Markdown, Excel, and maybe PowerBI);

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<b>Internship title</b>	<b>R21-24: Developing analysis and presentation of results from the Scottish Health Survey</b>
<b>Directorate General</b>	Health & Social Care
<b>Directorate</b>	Population Health

<b>Division/team</b>	Health & Social Care Analysis
<b>Primary Location</b>	Edinburgh, St Andrew's House
<b>SG analytical sponsor name and email</b>	Julie Landsberg, julie.landsberg@gov.scot
<b>Working arrangements (hybrid or remote)</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;Part time;
<b>Policy Context</b>	This internship involves working on the Scottish Health Survey (SHeS), one of the Scottish Government's main household surveys. SHeS provides important data for assessing health outcomes, health risks and the extent of health inequalities in Scotland and how these have changed over time. It is used to monitor progress towards National Performance Framework indicators relating to mental wellbeing, healthy weight, health risk behaviours, physical activity, child wellbeing and happiness, and food insecurity as well as informing a range of other targets and guidelines.
<b>Project details</b>	The internship is based in the Scottish Health Survey team within the Health & Social Care Analysis Division. The team is moving analysis of the survey from SAS to R and the project involves setting up programmes in R to analyse a wide range of the survey results, prepare tables and charts and output these in accessible formats. The candidate should have some experience of using R, though we do already have some code that can be adapted.
<b>Timing</b>	An end April start would be ideal, however a later start would be feasible.
<b>Challenge-Led Pathway (s) this project aligns to</b>	Health, Wellbeing and Communities;
<b>The expected impacts of this placement</b>	Reporting;Publication;Reporting to stakeholders;
<b>The skills the intern will develop throughout the placement</b>	Engagement and impact;Analysis skills;
<b>The skills the intern is required to already have to be successful in this placement</b>	Quantitative data analysis; Statistics;Some experience of using R would be beneficial.;

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<b>Internship title</b>	<b>R21-25:</b> Trust in government: building an evidence base for Scotland
<b>Directorate General</b>	Corporate
<b>Directorate</b>	Communications
<b>Division/team</b>	Improving Public Engagement
<b>Primary Location</b>	Glasgow
<b>SG analytical sponsor name and email</b>	Amy Watson amy.watson@gov.scot

<b>Working arrangements (hybrid or remote)</b>	Hybrid
<b>Full time, part time or both?</b>	Full time;Part time;
<b>Policy Context</b>	<p>The OECD defines trust as “a person’s belief that another person or institution will act consistently with their expectations of positive behaviour”.</p> <p>Building a high quality evidence base on public trust in government is of importance. Public trust helps governments to carry out their policy and delivery functions effectively, particularly during emergencies, by increasing public compliance and support for rapid decision-making. Trust fosters stronger opportunities for meaningful engagement with the public, as well as with community and stakeholder groups, leading to more inclusive and representative policy outcomes. It enhances international reputations, signalling stability and good governance, making a country a more attractive destination for economic investment and long-term partnerships. In turn, a lack of trust limits a government’s ability to function effectively and respond to complex challenges and can lead to longer term, larger scale problems.</p>
<b>Project details</b>	<p>Scottish Government has access to a range of data sources that provide direct and indirect evidence on levels of trust in government and potential contributing factors. This internship will focus on analysis that draws these together to build up a picture of levels of trust in government – and drivers of this – across different areas, demographics and protected characteristics in Scotland. We are interested in evidence from both quantitative and qualitative data sources, and there may be opportunity to carry out new qualitative work. It is intended that this project will result in a publishable report that provides a literature review of existing evidence on trust and sets out new analysis resulting from the project. Evidence based recommendations for improving Scotland's evidence base on trust in government will also be welcomed, along with a presentation to relevant Scottish Government staff and stakeholders.</p> <p>You will be based on the Open Government team within the Improving Public Engagement Division. The Open Government team works to ensure that the public are able to see, understand, and be involved in government decisions that affect them, and does a lot of this in collaboration with external civil society organisations. The Open Government team can facilitate contact with OECD and other relevant organisations conducting work in the field of trust in government.</p>
<b>Timing</b>	We are flexible regarding when the project takes place.
<b>Challenge-Led Pathway (s) this project aligns to</b>	Governance and Institutions;
<b>The expected impacts of this placement</b>	Policy development;Policy recommendations;Policy review;Presenting to policymakers;Presenting to stakeholders;Publication;Strategy development;
<b>The skills the intern will develop throughout the placement</b>	Academic research management skills;Communication and writing skills;Skills in working with others;Engagement and impact;

<b>The skills the intern is required to already have to be successful in this placement</b>	Communicating with impact;Data analysis;Data mapping;Evidence review;Mixed-methods;Stakeholder engagement;Quantitative data analysis;Qualitative data analysis;Qualitative data collection;
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