

## Skills Development Scotland Internship Opportunity

<b>Internship Title</b>	Advanced analysis and insight from large-scale surveys using R.
<b>Line Manager</b>	Dr Rebecca McCartan, Evaluation and Research Executive
<b>Payment</b>	The internship will be paid at <a href="#">UKRI doctoral stipend levels</a>
<b>Hours</b>	Full-time or part-time
<b>Based</b>	SDS has a hybrid working approach, with around two days in an SDS office and three days from home each week.
<b>Duration</b>	3 months (full time) or 6 months (part time)
<b>To apply</b>	Please submit an application via <a href="#">SGSSS Apply</a> by 12pm (midday) on Friday 02 August.

### Placement Information

Skills Development Scotland is Scotland's national skills agency and is committed to creating an inclusive economy.

Through intelligence-led delivery of Scotland's Career Service, Apprenticeships and other learning and skills interventions, and the sharing of expertise and insight, we enable people and businesses to develop the right skills for a changing world.

### Context

The SDS Evaluation and Research team provides high quality, robust evidence, and insight to support SDS in delivering against its corporate goals. This includes research on the careers service and apprenticeship programmes.

The team have four specific research projects which collect data on an ongoing, or on an annual or biennial basis. We have written R scripts to streamline the data analysis process and to produce engaging outputs and visualisations. This ensures that our research is engaging to our key audiences, which include colleagues and policy makers.

These research projects (outlined below) are focussed on the career pathways of young people and include some evaluative elements which feed into service development, policy making and continuous improvement:

- Young People's Career Ambitions (YPCA).
- Young People in Scotland (with Ipsos MORI).
- Pupil's Voice.
- Real Time Apprenticeship Insights (RTAI).

### Project

We have an opportunity to join our SDS Evaluation and Research team, where we provide high-quality, robust evidence and insights to support the careers service and apprenticeship

programs. As a PhD intern, you'll be instrumental in projects that shape policy and drive continuous improvement.

You'll work on three key research projects:

- Young People's Career Ambitions ~1,500 responses from young people about their career pathways, journey, influencers, and decisions.
- Pupils' Voice ~ 9,000 responses from young people on their views of CIAG and other SDS services as well as outcomes and benefits from the support.
- Apprenticeship Voice ~20,000 responses from Foundation, Modern and Graduate Apprentices at three different stages – in-training and post training on their experiences and value of taking part in an Apprenticeships.

These projects involve ongoing data collection and sophisticated data analysis using R, producing engaging outputs and visualisations for our audiences, including colleagues and policymakers.

You will be part of a collaborative environment where team members work closely together, sharing insights and expertise. [Previous interns](#) have praised our supportive working environment and the significant impact they were able to make.

This is also an opportunity to work with large, complex datasets within SDS to develop your skills in advanced data analysis, and contribute to policy-focused research.

An important goal of our team is to further integrate our use of R and to introduce more complex and sophisticated data analysis methods into our research projects to produce deeper insights. The primary aim of this internship is to support the E&R team to make progress towards this goal.

More detailed requirements of the PhD Intern would be to:

- Apply advanced statistical methods to support the research objectives of the team.
- Conduct advanced statistical analysis using matched datasets (provided by SDS) or longitudinal data to deepen insights from our datasets.
- Work closely with the E&R team to integrate advanced statistical approaches into ongoing projects.
- Work closely with the E&R team to further support the integration of R into ongoing projects.
- Work with the team using R for data manipulation, analysis, and creating engaging visualisations, graphs, charts, and research outputs.

Work with the team to design and share these outputs with a wide range of delivery and policy audiences.

**This opportunity offers the following benefits:**

- Experience of working in a busy non-academic evaluation and research team. You will be a valued team member and fully involved in the team projects.

- Opportunity to use your technical, creative and design skills to influence policy and delivery.
- Develop further knowledge/experience of analysing complex datasets across a wide range of projects.
- Opportunity to present to a wide range of non-academic audiences, both within and outwith SDS.
- Meet and have the opportunity to network with a range of researchers, analysts and those involved in service delivery within SDS.
- You will be fully supported by a line manager and a mentor.
- Flexible working- SDS has a flexible working policy that interns can make use of. You will have the choice to work from offices in different locations throughout Scotland and be able to work from home. We can accommodate students who wish to work part-time or full-time. You will receive your own laptop for the duration of the internship.
- Enhanced employability- the work students have produced has shaped the direction of projects within SDS. This experience, and the skills gained in doing so, make excellent additions to any CV.

## Person Specification

The successful candidate will need to evidence the following skills as part of your application.

Essential skills	Desirable skills
<ul style="list-style-type: none"> <li>• Knowledge of R and R studio.</li> <li>• Ability to clean, process and analyse large datasets.</li> <li>• Understanding of advanced statistical techniques and their application in research.</li> <li>• Ability to design and deliver engaging presentations.</li> <li>• Ability to clearly present complex findings to a non-technical audience.</li> </ul>	<ul style="list-style-type: none"> <li>• Skills in creating clear and visually appealing graphs and charts.</li> <li>• Ability to work and learn as part of a team of researchers.</li> <li>• Understanding of survey design and analysis.</li> <li>• Skills in undertaking research with young people.</li> <li>• Creativity.</li> </ul>

## Eligibility

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

- Registered at a university in Scotland, regardless of funding source;
- In the second or third year of PhD study only. Please note that if you are in your final year, you need to have more than 6 months left for your PhD when the internship starts;
- Eligible to work in the UK;
- Meet [UK civil service nationality requirements](#).

Please note that international students who hold a student visa will need to complete the internship part-time alongside full-time study, as the terms of the visa will not permit you to suspend study for your internship. It is the responsibility of applicants to check that your University and funder will permit this before you apply for an internship.

## Deadlines

The deadline to apply is **12pm (midday) on Friday 02 August**. Shortlisted applicants may be invited to interview.

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