

## Mandate

NUM is committed to ending violence against sex workers and eliminating the conditions that lead to survival sex.



## Core Values

Inclusion  
Compassion  
Integrity  
Contribution

## Endorsement

*'NUM's service has been superb and hasn't faltered keeping us up to date with risk alerts.'*  
-Sex Worker, 2021

## Contact

website:  
[www.nationaluglymugs.org](http://www.nationaluglymugs.org)

twitter  
@NationalUglyMug

instagram:  
@nationaluglymugs

## Research Project Assistant (Stigma, Discrimination and Sex Work Laws) National Ugly Mugs

National Ugly Mugs (NUM) is seeking a person with experience in sex work to serve as a research assistant on a project 'Stigma, Discrimination and Sex Work Laws'. The project examines sex workers' perceptions and experiences of stigma and discrimination when different laws are in place, with a focus on New Zealand, Scotland, and Ireland. The project seeks to generate insights that will amplify the voices of sex workers and contribute to advocacy efforts regarding, stigma, discrimination, laws, and sex workers' rights.

The project is led by Dr Lynzi Armstrong, who is based at Victoria University of Wellington in New Zealand. This role will involve working alongside her (virtually) to complete the research in Scotland. The role will involve:

- Providing feedback on the interview questions from NUMbrella Lane Lived Experience Advisors
- Helping to recruit up to 25 research participants
- Conducting interviews with sex workers on stigma, discrimination and the laws in place that impact their work
- Providing feedback on the project lead's data analysis/key findings
- Helping to develop a community resource based on the research and providing input into academic publications.

This contract will be for approximately 120 hours between June 2022 and June 2023 at £15/hr. The hours will vary per week based on recruitment strategies and scheduling of interviews, and the work is completed on an as-needed basis.

We are looking for someone with the following qualities:

- A clear understanding of stigma and how it impacts sex workers both individually and structurally.
- Possess a wide awareness and understanding of the sex work landscape and sex work organisations and support services in Scotland.
- Demonstrable experience in and understanding of sex work, sex worker rights and self-determination.

- A good understanding of research ethics principles and the importance of adhering to these.
- Some experience of qualitative interviewing and data analysis is preferred
- Have a commitment to NUM's core values of compassion, contribution, integrity and inclusion.
- Possess strong written and verbal communication skills.
- Experience working independently and leading projects.
- Formal research experience in the humanities or social sciences is desirable, but not required for the role.
- Be legally permitted to work in the UK.



**The responsibilities of the role include:**

**1. Gathering Knowledge**

- Reviewing the interview questions and working with the Project Lead to finalise these, ensuring they are appropriate in the Scottish context.
- Engage effectively with sex workers and carry out in-depth interviews in Scotland.
- Meet the Project Lead regularly to discuss progression of the interviews and insights developing from interviews.
- Support the project lead with the analysis of interviews, by reviewing and providing feedback at key stages.
- Contribute to the development of a community resource, alongside the Project Lead and other members of the project team based in Ireland and New Zealand.
- Provide input into academic publications (this will primarily involve reviewing draft publications and providing feedback).
- Refer sex workers who need support services to the NUM Case Work Team.

**2. Administration and Communication**

- Regularly meet with the project lead and communicate progress of interviews with the project lead.
- Report any issues that arise in the recruitment or interview process with the project lead.
- Reflect on your experiences undertaking the research and the interview process.
- Adhere to all ethics procedures to ensure the privacy and confidentiality of research participants, with guidance from the project lead.
- Save all documents and material relating to the project in the password protected Dropbox folder shared with the Project Lead, promptly on completion of the interview.
- Other duties as assigned.

**3. General**

- Work flexibly as a member of the team and be responsive to changing needs and priorities.
- Be willing to undertake relevant training as required.
- Work within the policies and procedures of National Ugly Mugs and demonstrate a commitment to the values and ethos of the organisation.
- Maintain agreed levels of confidentiality.
- Undertake any other duties that fall within the nature of the role and responsibilities of the post holder.

**To apply for the role:**

Please send a CV and a cover letter between 250 - 500 words, explaining your suitability for the role, to [admin@nationaluglymugs.org](mailto:admin@nationaluglymugs.org) by **5pm on Friday 18th March** (UK time). We will inform successful applicants by no later than **5pm on Tuesday 22nd March**, and interviews for this role will take place online on **Monday 28th March**.

We look forward to hearing from you!