

## **SGSSS-SCOTTISH GOVERNMENT INTERNSHIP SCHEME PROJECTS STARTING MARCH 2018 ONWARDS**

**Application Deadline: Wednesday 31 January 2018 at 5pm**

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. 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 the internship scheme.

### **FURTHER INFORMATION AND HOW TO APPLY**

#### **What is an Internship?**

An internship is a non-salaried work placement. The SGSSS-Scottish Government Internship Competition gives current SGSSS students (all students registered for a PhD degree in Scotland, however funded) the opportunity to apply to undertake an internship within an external organisation.

Please note that these internships present opportunities to work outside the topic area of a student's PhD to develop a range of transferable skills, enhance employability and provide the experience of working within a public sector organisation. Please do not apply if you are only seeking to have experience in your own PhD topic. You are better to organise your own internship in this case.

## Working arrangements

All internships are on a full-time working basis for **three months** (13 weeks). A monthly stipend equivalent to the ESRC standard maintenance stipend will be paid to students on internships.

All internships will be based in core Scottish Government Directorates or their agencies and be based in Edinburgh or Glasgow unless indicated by the project. Please see the separate SGSSS "Additional Information" document which provides guidance on travel and accommodation reimbursement.

Successful applicants and their University supervisor will be asked to sign an agreement document prior to commencing their internship, covering administrative details such as procedures for annual leave, etc.

## Eligibility

All SGSSS postgraduate students registered for a PhD in Scotland (however funded) are invited to apply for the projects described below provided they:

- meet civil service nationality criteria (see below for further details);
- are undertaking their PhD in a social science discipline<sup>1</sup>;
- are in the second or third year of their PhD;
- are, at the time of application, in full time study (or part time but able to commit to a full-time internship).

The internships will start no earlier than **March 2018**. If successful, all students will take an interruption of studies so that they are not eligible for fees during the internship. Research supervisors need to give permission for students to apply for these opportunities. Successful applicants will receive the equivalent of a standard ESRC maintenance stipend for the three months while on internship.

All provisionally selected candidates will be required to receive security clearance 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 as part of Travel and Subsistence expenses.

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.

**Unfortunately, due to the nature of the scheme and UKBA regulations, students on a Tier 2 or a Tier 4 visa are not eligible to apply for internships.**

## How to apply

Applicants should submit an **online application form** available on the SGSSS website, which includes space for a statement of support from your principal supervisor, along with a **two-page CV**.

The deadline for applications is **5pm on Wednesday 24 January 2018**.

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<sup>1</sup> 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

Applicants are free to apply **for up to five preferred project choices** with the Scottish Government, and it is helpful to rank them in order of preference. Students may also apply for inclusion in a ‘**pool**’ if they wish to be considered for other unfilled advertised projects or others which may later arise in any area of the Scottish Government, to maximise chances of obtaining an internship. Including as much information as possible about their social science skills set will help to match those students unsuccessful with their initial choices with possible alternative placements.

You should clearly indicate whether the application is for a specific project and/or for inclusion in the general pool. Although you can apply for more than one internship, candidates can only undertake one internship. Past SGSSS interns may still be eligible to undertake a further internship.

Potential applicants are strongly encouraged to discuss their applications and areas of interest by telephone with the Scottish Government contact (listed under each internship) in advance of submitting their application. If there are questions about the scheme as a whole please contact Richard Kay (SG) or Sheena Cummings SGSSS (details below).

Students are encouraged to carefully consider the information requested in the application form and pay particular attention to setting out their expertise in particular research methods to address the desired skills listed. Applicants are usually not required to have academic experience in the policy area of the internship unless specified in the project description. As stated above, SGSSS strongly encourages students to choose opportunities to work *outside* the area of their PhD topic in order to gain wider experience.

### **Selection process**

Interns will be selected by the SGSSS 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 work with the Scottish Government hosts to place applicants so we may not be in touch for approximately 4 weeks after the deadline. Sometimes the SGSSS will inform you of the success of your application and sometimes the Scottish Government host will contact you to offer you a place or to seek further information from you. If you have not heard back from us within 6 weeks of the deadline then please contact James Hairsine (SGSSS) on the email below.

### **Additional information**

The Scottish Government Internship Scheme Manager is Rik Kay, Office of the Chief Researcher email [Enquiries.SG-SGSSS.interns@gov.scot](mailto:Enquiries.SG-SGSSS.interns@gov.scot) (0131-244-1624) and the SGSSS contact is Sheena Cummings, email [internships@socsciscotland.ac.uk](mailto:internships@socsciscotland.ac.uk)

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

<http://www.gov.scot/Topics/Economy>

<http://www.gov.scot/Topics/Statistics/About/Statistics-in-Scotland>

<http://www.gov.scot/Topics/Research/About/Social-Research>

See also the UK Government sites for the analytical professions: [Government Economic Service](#), [Government Statistical Service](#) and [Government Social Research](#).

### **Reporting Requirements**

Once the internship has finished, students are required to submit to the SGSSS (within 2 months) an End of Internship Report outlining the project in which they were involved and providing feedback on their experience of working in the Scottish Government. We also expect that interns are willing to take up opportunities to speak to other students about their experience e.g. at the SGSSS Summer School.

## THE INTERNSHIPS

There are 40 advertised internship projects available, in addition to the 'pool'. See table below.

No.	Host Area	Project Title	Project Contact	Page No.
1	Children and Families	<a href="#">Realigning Children's Services (RCS) topical research</a>	Brendan Nisbet	6
2	Children and Families	<a href="#">Preventing Child Death: Reviews and Recommendations</a>	Harriet Waugh	7
3	Children and Families	<a href="#">Child and Adolescent Health and Wellbeing Action Plan</a>	Harriet Waugh	9
4	Children and Families	<a href="#">Growing up in Scotland: evidence development</a>	Louise Scott	11
5	Children and Families	<a href="#">Rising rate of caesarean delivery in Scotland – study into variation and causes</a>	Justine Menzies	12
6	Local Government	<a href="#">Further Development of Business Rates Evidence Base</a>	Deborah Pegg	14
7	Strategic Analysis	<a href="#">Measuring the impact of the Scottish Government's International Development Fund (IDF) projects</a>	Sophie Ellison	15
8	Strategic Analysis	<a href="#">Development Impact Report (DIR): reviewing and reporting on the impact of the Scottish Government's 2017/18 International Development Fund (IDF) projects</a>	Sophie Ellison	17
9	Strategic Analysis	<a href="#">International Intelligence tools</a>	Nuala Gormley	19
10	Strategic Analysis	<a href="#">Cultural Diplomacy</a>	Nuala Gormley	20
11	Strategic Analysis	<a href="#">To conduct a literature review of the benefits and impact of social tourism</a>	Kay Barclay	22
12	Strategic Analysis	<a href="#">Analysis to support the evaluation of the 2018 European Championships</a>	Kay Barclay	23
13	Strategic Analysis	<a href="#">Analysis to support the development of the Culture Strategy</a>	Kay Barclay	24
14	Strategic Analysis	<a href="#">Constitution, Freedom of Information and Intergovernmental Relations</a>	Donna Easterlow	26
15	Strategy Unit	<a href="#">Strategy Unit</a>	Aileen McIntosh	27
16	Revenue Scotland	<a href="#">Development of Land And Buildings Transaction Tax Statistics</a>	Andrew Macartney	28
17	Corporate Analysis	<a href="#">Analysis of engagement and diversity data from the Scottish Government People Survey</a>	Luke Cavanagh	29
18	Rural & Environment	<a href="#">Land Reform and the Environment</a>	Neil Davidson	30
19	Economic	<a href="#">Developing Scotland's Entrepreneurial Eco-system</a>	Stephen Knox	31
20	Economic Devpmt	<a href="#">Capital Investment Scotland Study</a>	Judith Hill	32
21	Justice	<a href="#">Justice system response to actions involving contact with children – comparative approaches</a>	Debbie Headrick	33
22	Justice	<a href="#">Using R to enhance the data management, analysis and dissemination of Scottish Crime and Justice Survey</a>	Neil Grant	34
23	Justice	<a href="#">Planning and disseminating the latest Scottish Crime and Justice Survey results</a>	Neil Grant	35
24	Justice	<a href="#">Cyber-crime</a>	Hannah Davidson	36
25	Communities	<a href="#">Tackling inequality and economic growth</a>	Emma Congreve	37
26	Communities	<a href="#">Improving understanding of poverty and protected characteristics</a>	Liz Hawkins	38
27	Communities	<a href="#">Improving approaches to consultation in Scottish Government</a>	Liz Hawkins	39
28	Health & Social Care	<a href="#">Developing Scotland's First National Neurological Action Plan</a>	Iain MacAllister	40
29	Health & Social Care	<a href="#">To explore the reported worsening of mental wellbeing in adolescent girls in Scotland</a>	John Mitchell	42
30	Health & Social Care	<a href="#">Examining effects of an aging population on population health measures from the Scottish Health Survey</a>	Julie Lansberg	44
31	Health & Social Care	<a href="#">Health Inequalities in Diabetes and Heart Disease – what does the evidence tell us?</a>	Fiona MacDonald	45
32	Health & Social Care	<a href="#">Good practice in shared decision making and consent</a>	Emma Milburn	46
33	Health & Social Care	<a href="#">The Carers (Scotland) Act: Analysis to support implementation</a>	Alix Rosenberg	48

34	Health & Social Care	<a href="#">Improving the Evidence Base on Augmentative and Alternative Communication (AAC) in Scotland</a>	Alix Rosenberg	50
35	Health & Social Care	<a href="#">Autism Strategy – Data Project</a>	Julie Rintoul	52
36	Health & Social Care	<a href="#">Practitioner Experiences of Mobile Working Technologies</a>	Fiona MacDonald	53
37	Health & Social Care	<a href="#">Active Scotland Outcomes Framework: Evidence Portal</a>	<i>Withdrawn</i>	54
38	Scottish Prison Service	<a href="#">Transformational Change within the Scottish Prison Service</a>	Jim Carnie	55
39	Scottish Sentencing Council	<a href="#">Sexual Offences Exploratory Study</a>	Andrew Bell	56
40	Scottish Sentencing Council	<a href="#">Death by Driving Exploratory Study</a>	Andrew Bell	58
	Any	<a href="#">Pool</a>	Rik Kay	60

**Internship 1: Realigning Children's Services (RCS) topical research**

**Policy Context**

Through the Realigning Children's Services (RCS) programme, the Scottish Government is currently working with 5 community planning partnerships to support more effective strategic commissioning of services for children and families. It does this by encouraging investment in earlier intervention and prevention, better use of evidence and improved partnership working according to the principles of the Scottish Approach. As part of this, the RCS programme involves wellbeing surveys of school pupils in P5-P7 and S1-S4. The responses to these exercises are linked to local administrative data, allowing an exploration of the relationship between identified needs and current service provision. In some CPPs, a survey has also been undertaken with parents of children aged 0-8.

**Project details**

The initial analysis of the Children's Wellbeing Surveys has identified a number of recurring associations with poorer health and wellbeing outcomes that merit further exploration, both in terms of what is available in the survey data, but also in terms of the emerging evidence from national and international research on the particular topic areas. The areas that are currently identified as in need of further investigation are:

1. Experiences/outcomes for children living in step-families
2. Relationship between family mealtimes and young people's wellbeing outcomes
3. Smartphones, social media and young people's mental wellbeing
4. Relationship between young people's physical activity and mental wellbeing

It would be beneficial to gain a deeper understanding of the nature (and, where possible, the direction) of the relationships observed in our data on those 4 topics, possible interactions with other factors and potential interventions that might help to improve children's wellbeing with these specific associations in mind. The work would therefore involve further analysis of the available dataset, literature search and review, and a report proposing practical ways forward.

**Skills required**

The primary skills required in this internship relate to understanding and application of quantitative and some qualitative research methodology, and their particular limitations. The applicant must also be familiar with identifying and assessing relevant literature, have good written communication skills and the ability to synthesise large volumes of evidence.

**Timing**

The timing of the internship will be agreed with the successful applicant.

**Queries:**

**SG Analytical Sponsor: Brendan Nisbet**  
**Enquiries to email: [Brendan.Nisbet@gov.scot](mailto:Brendan.Nisbet@gov.scot)**  
**Telephone: 0131 244 7184**

## **Internship 2: Preventing Child Death: Reviews and Recommendations**

### **Policy Context:**

We are working towards setting up a national system for reviewing child deaths with the aim of reducing avoidable deaths in children and young people in Scotland by a) ensuring a systematic and consistent review process and b) improving knowledge about modifiable risk factors.

Scotland has a higher mortality rate in children and young people compared to many other Western European countries. In Scotland each year there are approximately 320 deaths of people aged under 18, with most of them occurring in children aged under one year old. This demonstrates a need to develop a greater understanding into the patterns/causes of child deaths and the key risk factors associated.

There are a variety of sources available but gaps within these sources limits the ability to create a solid evidence base and create a system of learning and improvement.

The objective of this research is to provide an evidence base from which to identify effective interventions that will reduce child deaths and improve available information through the implementation of reviews for all children who die under the age of 18 and for care leavers in receipt of aftercare or continuing care at the time of their death, up to the date of their 26th birthday. A core component of this work will be to use existing learning and a wide range of evidence to develop and implement policies that will prevent harm and reduce child deaths. The work will also consider how we can best improve support for bereaved parents and families and reflect their experiences.

### **Project details**

The overall aim of this research is to provide a robust evidence base which can be used to inform the development of a national system for child death reviews in Scotland. More specifically, it will:

- Provide an evidence-based analysis and summary of the scale, nature and extent of avoidable child death across Scotland, including where Scotland sits within the UK and Europe in relation to child deaths;
- Analysis of the key risk factors associated with child death causes in Scotland and an indication of which of these are modifiable;
- Collation and summary of good practice in relation to Child Death Reviews.

The scope of the research falls within three areas:

#### **Information around the scale, nature and extent of avoidable child deaths**

- Trends in the prevalence and scale of child deaths in Scotland (including age, demographics, rurality etc);
- Data/information on the nature/cause of avoidable child deaths (inc., preventable and amenable)
- To understand where Scotland sits compared to other European countries in relation to child deaths and what the reasons are for this.

#### **Risk Factors associated with Child Deaths**

- To provide an overview of the risk factors associated with child death for different age groups in Scotland - using all available data and evidence and to highlight any gaps in the existing evidence base
- To provide more information around those risk factors and an indication of which are currently considered modifiable

### **Child Death Review Systems- Lessons and Recommendations**

- To provide an overview of current local child death review systems in Scotland and elsewhere including: key characteristics, lessons to be learnt: strengths/weaknesses
- To provide analysis of areas/countries that have successfully reduced child deaths; details of how this has been achieved; characteristics that could be replicated; common characteristics; lessons from other systems, eg SUDI
- To provide a summary of how child death reviews involve parents/close relatives and how they are supported through/after the process

The age range for the work is all children aged under 18 years and care leavers in receipt of aftercare or continuing care at the time of their death, up to the date of their 26th birthday.

As a minimum this should include a comprehensive review of available information sources including statistics collections, peer reviewed papers and reports. It may be necessary to make contact with organisations for updated/underlying figures or information but will not involve surveying for new views at this point. The review should drawing together key sources of evidence, stats and recommendations.

### **Skills required**

- Ability to review and collate a variety of information sources including stats, reviews and qualitative information.
- Critical thinking- be able to apply a critical lens to the information provided, considering potential implications, examining links between areas.

### **Timing**

The timing of the internship will be agreed with the successful applicant.

### **Queries:**

**SG Analytical Sponsor:** Harriet Waugh

**Enquiries to email:** [Harriet.Waugh@gov.scot](mailto:Harriet.Waugh@gov.scot)

**Telephone:** 0131 244 0227



### **Internship 3: Child and Adolescent Health and Wellbeing Action Plan**

#### **Policy Context:**

The Preventing Promotion team are working with partners across the government and in the public and third sector to develop a 10-year Child and Adolescent Health and Wellbeing Action Plan which will cover both physical and mental wellbeing. The Action Plan and accompanying Framework is expected to be published during 2018, which will be our Year of Young People.

Feedback from stakeholders so far has shown that there is a need for an Action Plan which links across multiple areas which relate to the lives of children and young people. This should be done in a way which puts the child at the centre, takes a developmental rather than age based approach and avoids where possible putting children/young people and their experiences into boxes. To achieve this we will be taking a strong rights based approach which will be threaded throughout the plan. Attachment and trauma informed practice will also be featured with a strong emphasis on the 'how' of improving health and wellbeing. The feedback we have received from our stakeholders so far has suggested that we adopt the following format:

#### **Framework:**

A framework which lays out the ethos of the Action Plan, shows links with existing policies and provides a direction for the Action Plan over the next ten years. The Framework will also outline plans for continued engagement and evaluation of the Action Plan.

#### **Scotland's Action Plan:**

An Action Plan which will be owned by relevant stakeholders across Scotland. We will be encouraging input to this plan at a number of levels and different areas.

#### **Project details**

The intern would be working on the Child and Adolescent Health and Wellbeing Action Plan within the Promoting Prevention Team. The exact nature of the project may change as the Action Plan progresses but would likely be split into two main areas of evidence and evaluation.

#### **Evidence:**

The Action Plan covers a wide array of interrelated factors which affect the health and wellbeing of children and young people. The intern will look at the interplay of evidence for specific Actions in relation to the wider context of health and wellbeing. Throughout this there would be specific consideration around rights and equalities.

#### **Evaluation:**

Ongoing monitoring and adaption will be critical to the success of the Action Plan. The intern would be required to scope out and design an evaluation process which would:

- consider how to monitor different Actions and assess their potential contribution to our National Outcomes
- assess potential barriers to successful implementation of the Actions and explore ways in which these could be overcome
- consider how effectively the SG team are working with stakeholders (including children/young people) on co-producing and implementing the Action Plan
- involve an evidence into action element whereby learning is consistently fed back in.

The intern would be asked to look critically about what questions the evaluation would seek to answer and consider different evaluation methods for achieving this.

**Skills required**

- Background in evaluation
- Literature searching/reviewing
- Ability to think critically and strategically about evidence

**Timing**

The timing of the internship will be agreed with the successful applicant.

**Queries:**

**SG Analytical Sponsor:** Harriet Waugh

**Enquiries to email:** [Harriet.Waugh@gov.scot](mailto:Harriet.Waugh@gov.scot)

**Telephone:** 0131 2440227

**Internship 4: Growing up in Scotland: evidence development**

**Policy Context:**

The 2017 Programme for Government signalled again the importance and commitment of this government to children and young people. Giving our children the best start in life and providing them with the support they need to ensure we fulfil our objective to make Scotland the best place in the world to grow up is a firm pledge for our government.

To achieve this ambition requires good quality evidence on children's outcomes to provide a thorough understanding of what will help us drive positive wellbeing. It is the responsibility of Children and Families Analysis to provide this evidence base. As we embark on the Year of Young People (2018), we are keen to develop our key evidence sources to ensure we are getting the most from them to better understand children's wellbeing outcomes.

**Project details**

Growing Up in Scotland is Scotland's own longitudinal study that is providing us with an insight into understanding what drives later life outcomes. The post will be based in Children and Families Analysis and will work with GUS data (and other data sources) to help us understand the impact of government policies on children's outcomes. It will involve using data from previous sweeps of the study and although it is not yet possible to specify the details of the work, we anticipate the internship will involve analysis of data to respond to policy questions.

In addition, the internship will support the GUS manager in developing the future of the study. It will involve liaising with different parts of government to ensure GUS remains relevant to their needs and ensure that children's policy development is benefitting from evidence emerging across a variety of different sectors and policy interests. You are also likely to play a key role in supporting the unit head in coordinating and disseminating evidence across Scottish Government network of analysts and policy leads responsible for child wellbeing. This will involve participation in seminars and workshops to discuss policy implications of findings.

**Skills required**

- Quantitative analysis skills
- Understanding of using data for monitoring performance and outcomes and the specific role of longitudinal data as well as cross-sectional data
- Good communication and organisational skills.

**Timing**

The timing of the internship will be agreed with the successful applicant.

**Queries:**

**SG Analytical Sponsor:** Louise Scott

**Enquiries to email:** [Louise.Scott@gov.scot](mailto:Louise.Scott@gov.scot)

**Telephone:** 0131 244 0756

**Internship 5: Rising rate of caesarean delivery in Scotland – study into variation and causes**

**Policy Context:**

The team invites expressions of interest from students who would like to apply their knowledge and quantitative experience in the area of maternity care, and have the opportunity to work with Government and the NHS.

The caesarean section rate has been increasing year on year in Scotland. The percentage of live single births in 2015/16 delivered by caesarean section has more than tripled since 1975/76 from 8.6% of births to 31.1% of births in 2015/16 (<https://www.isdscotland.org/Health-Topics/Maternity-and-Births/Publications/2016-11-29/2016-11-29-Births-Report.pdf>).

The increase is largely attributed to demographic changes, differences in clinical practice, characteristics and views of the obstetrician, the organisation and availability of resources, and women's choices. The change in practice for delivery of breech presentation and preterm infants, and increasing numbers of women who have had a previous caesarean section, are all contributing to the overall rise. In addition, maternal weight is rising and this has been shown to correlate with a rise in caesarean section. However there is significant variation in the rates across Scotland, with Dumfries and Galloway delivering 24.1% of babies by c-section in 2016 as compared to 36.7% in Glasgow. This variation cannot be explained solely with reference to the causal factors above.

'[The Best Start: a five year forward plan for maternity and neonatal care in Scotland](#)' recommended that caesarean delivery should only be provided if clinically indicated and factors contributing to the rising caesarean section rate should be examined from both the clinical, and women's perspective with optimal levels of intervention that balance risk and potential harm being identified.

**Project details**

1. Rapid evidence review of data sources on rates of C-section in Scotland and other developed countries and evidence relating to reasons for rising caesarean section rate.
2. Analysis for reasons behind rising rates in Scotland and variation across Scotland, including consultation with clinicians and experts.
3. Produce a report outlining:
  - data on rates and comparable developed country rates – how does Scotland compare?
  - results of review of evidence – what does this tell us about the rising rate?
  - why is the rate rising in Scotland, and why is there variation in the rates?

**Skills required**

**Essential**

- Strong quantitative analytical skills.
- Strong communication skills are desirable as the post will involve working with NHS Boards and Scottish Government colleagues with a variety of backgrounds (e.g. service managers, policy makers, clinicians, IT, other analysts).

**Desirable**

- Report writing, including the ability to write for different audiences and in 'plain English'.
- Experience of effective analysis communication.

We are looking for a person who enjoys being part of a team, is flexible and is comfortable working independently and in applying their research skills to new topics. Excellent analytical and reporting skills are important.

**Timing**

The timing of the internship will be agreed with the successful applicant.

**Queries:**

**SG Analytical Sponsor:** Justine Menzies

**Enquiries to email:** [Kirstie.Campbell@gov.scot](mailto:Kirstie.Campbell@gov.scot)

**Telephone:** 0131 244 2452

**Internship 6: Further Development of Business Rates Evidence Base**

**Policy Context:** Non-domestic rates (business rates) income collected from business properties in Scotland amounts to over £2.8 billion per year and it is vital for the Scottish Government to have sound evidence on the tax base and other aspects of business rates (for example, key policies such as the Small Business Bonus Scheme and other reliefs). Expressions of interest are invited from PhD candidates with an interest in applying their quantitative analytical skills to support the development of the evidence base.

**Project details:** Further development of the statistical evidence available on business rates, and analysis of this evidence to inform policy development and monitoring. In particular the project will involve development of the information on business rates reliefs in 2017 and 2018 through the Billing System Snapshot.

The Billing System Snapshot is an annual data collection from local authorities. It is a property level data collection and is a snapshot of all properties in receipt of Non-Domestic Rates (NDR) reliefs (such as Small Business Bonus Scheme, charity relief etc). Added value from the Billing System data comes from matching this data to the Valuation Roll, giving a better picture of what type of property is in receipt of what types of relief. Once the datasets are finalised, there is scope to carry out a lot of statistical analysis on the data. The project will involve carrying out quality assurance, processing and analysis of the most recent billing system snapshots. The project is of high interest to policy colleagues in the Scottish Government and there will be the opportunity to present and discuss results with Local Government Finance colleagues.

There are currently four permanent members of staff with responsibility for Non-Domestic Rates Analysis (2 statisticians and 2 economists), plus a further 10 staff in the wider analytical unit with varied skills, experience and background. You will be based within a supportive and collegiate team environment, and will also join a network of other interns across the Scottish Government.

**Skills required:** Sound quantitative analytical skills, experience of using statistical software (eg. SAS, SPSS, or Stata, etc). Experience in using SAS would be particularly useful, else a willingness to learn. Good Excel skills, good written and oral communication.

**Timing:** The timing of the internship will be agreed with the successful applicant.

**SG Analytical Sponsor:** Deborah Pegg

**Enquiries to email:** [Deborah.Pegg@gov.scot](mailto:Deborah.Pegg@gov.scot)

**Telephone:** 0131 244 0328

## **DIRECTORATE GENERAL: Constitution & External Affairs**

**Directorate: External Affairs**

**Division/team: International: International Development**

### **Internship 7: Measuring the impact of the Scottish Government's International Development Fund (IDF) projects: support to refine monitoring and evaluation systems and processes**

#### **Policy Context:**

The Scottish Government (SG) contributes, as a good global citizen, to achievement of the UN Sustainable Development Goals in partner countries, through its international development programme. At the forefront of its efforts is its annual £10 million International Development Fund (IDF), which aims to support and empower partner countries: Malawi, Rwanda, Zambia, and Pakistan. There are 3 funding streams under the IDF: development assistance (aid) projects; capacity strengthening initiatives; and commercial investment initiatives. SG also has a separate Climate Justice Fund (CJF), funding initiatives in the same Sub-Saharan African countries. The SG also places importance, under its new [Global Citizenship: Scotland's International Development Strategy](#) on the Beyond Aid agenda, and the contribution to development outcomes of other SG directorates.

Monitoring and evaluation of the Scottish Government's international development work is key to measuring and continually improving the impact achieved from investment. SG previously funded a monitoring and evaluation project, and more recently a review of its (now closed) Sub Saharan Africa and South Asia programmes. Recommendations for further developing monitoring and evaluation processes and systems have flowed from these activities.

#### **Project details**

In order to continue to improve its monitoring and evaluation systems, the International Development (ID) team wishes to now build upon and implement the recommendations from the monitoring and evaluation project and the review of its previous Sub Saharan Africa and South Asia funding programmes. The intern will be involved in working with the ID team and analytical colleagues (from the Strategic Analysis Team) to support the implementation of these recommendations, including further developing a theory of change and evaluation framework, and in particular, taking a lead, with support, on refining and setting up new processes for data management.

Another element of this internship will be to undertake an evidence review to inform the ID team's considerations as they develop a new impact measurement system for its core funded networking bodies (Scotland's International Development Alliance; Scotland Malawi Partnership; Malawi Scotland partnership; and Scottish Fair Trade Forum).

The intern will primarily be based in the International Development policy team (in Victoria Quay), but will receive support and advice from the Strategic Analysis Team, a fast-paced analytical team based at the heart of the Scottish Government covering a range of strategic policy areas including External Affairs, Constitution and Brexit. As such, this post will offer good exposure to the work of both a policy and analytical team in the Scottish Government.

#### **Skills required**

- Experience in searching, reviewing, critically evaluating, interpreting, summarising and synthesising evidence and research findings from different sources accurately, drawing out key messages and findings.
- Critical thinking and analytical skills including the ability to identify salient points from research/databases and draw out sound, logical inferences.

- Experience of the use of a range of different qualitative and quantitative social research methods
- Excellent communication skills: clear written and oral communication that avoids unnecessary use of jargon and technical terms and ability to communicate and present information clearly, logically and succinctly.
- Strong organisational skills and self-motivated; able to manage competing tasks and work autonomously.

*Desirable skills*

- Experience and understanding of international development theory and practice.

**Timing**

The specific dates of the internship will be agreed with the successful applicant, however it is hoped that the internship will be completed as soon as by April 2018.

**Queries:**

**SG Analytical Sponsor:** Sophie Ellison

**Enquiries to email:** [Sophie.Ellison@gov.scot](mailto:Sophie.Ellison@gov.scot)

**Telephone:** 0131 244 2566



## **DIRECTORATE GENERAL: Constitution & External Affairs**

**Directorate: External Affairs**

**Division/team: International: International Development**

### **Internship 8: Development Impact Report (DIR): reviewing and reporting on the impact of the Scottish Government's 2017/18 International Development Fund (IDF) projects**

#### **Policy Context:**

The Scottish Government (SG) contributes, as a good global citizen, to achievement of the UN Sustainable Development Goals in partner countries, through its international development programme. At the forefront of its efforts is its annual £10 million International Development Fund (IDF), which aims to support and empower partner countries: Malawi, Rwanda, Zambia, and Pakistan. There are 3 funding streams under the IDF: development assistance (aid) projects; capacity strengthening initiatives; and commercial investment initiatives. SG also has a separate Climate Justice Fund (CJF), funding initiatives in the same Sub-Saharan African countries. The SG also places importance, under its new [Global Citizenship: Scotland's International Development Strategy](#) on the Beyond Aid agenda, and the contribution to development outcomes of other SG directorates.

The 2017-18 Programme for Government (PfG) commits the Scottish Government to “publishing the first Development Impact Report on our international development programme and other policies’ contribution to development”.

#### **Project details**

The intern will be involved in supporting the International Development Team to produce the Scottish Government's first Development Impact Report (DIR). This will involve reviewing and assessing the impact of activity completed in the financial year 2017-18, and assisting with drafting the DIR, with a view to publishing by July 2018.

All SG IDF-funded projects are required to produce 6 monthly reports on progress of activities/budget via Mid Year Reports (MYRs) and End Year Reports (EYRs) at the end April. The grant managers within the International Development team will examine the EYRs as they come in, in April/May. The intern will assist in producing an overview analysis of the key measures of impact across the programme to feed directly into the drafting of the DIR by the team leader. The intern may also be asked to help out with some EYRs for context and to get a feel for the information being reported. The intern will also be involved in collating evidence of impact from wider SG policy activity to feed into the DIR, including through undertaking and analysing qualitative discussions with other Scottish Government teams. The internship may also include the opportunity to work on a range of other *ad hoc* analytical tasks.

The intern will primarily be based in the International Development policy team (in Victoria Quay), but will receive support and advice from the Strategic Analysis Team, a fast-paced analytical team based at the heart of the Scottish Government covering a range of strategic policy areas including External Affairs, Constitution and Brexit. As such, this post will offer good exposure to the work of both a policy and analytical team in the Scottish Government.

#### **Skills required**

- Experience in searching, reviewing, critically evaluating, interpreting, summarising and synthesising evidence and research findings from different sources accurately, drawing out key messages and findings.
- Critical thinking and analytical skills including the ability to identify salient points from research/databases and draw out sound, logical inferences.
- Experience of the use of a range of different qualitative and quantitative social research methods

- Excellent communication skills: clear written and oral communication that avoids unnecessary use of jargon and technical terms and ability to communicate and present information clearly, logically and succinctly.
- Strong organisational skills and self-motivated; able to manage competing tasks and work autonomously.

*Desirable skills*

- Experience and understanding of international development theory and practice.

**Timing**

The specific dates of the internship will be agreed with the successful applicant, however it is hoped that it will start in early May 2018.

**SG Analytical Sponsor:** Sophie Ellison

**Enquiries to email:** [Sophie.Ellison@gov.scot](mailto:Sophie.Ellison@gov.scot)

**Telephone:** 0131 244 2566

## **DIRECTORATE GENERAL: Constitution and External Affairs**

**Directorate: External Affairs**

**Division/Team: International**

### **Internship 9: International Intelligence tools**

#### **Policy Context:**

Ministers have expressed a desire to receive more nuanced briefings from the Division relating to international affairs. The pace of change in international events (political and otherwise) has sharpened the need for Scottish Ministers and External Affairs policy makers to maintain a watching brief on global concerns. It is timely to refresh our methods for doing so, and take stock of new sources and methods to bring 'international intelligence' to bear more effectively to policy teams. The project will build on previous 'horizon scanning' work undertaken within Scottish Government.

#### **Project Context:**

This internship offers an opportunity to be based within the strategic centre of the Scottish Government. The internship will be based in the Strategic Analysis Team, in the Office of the Chief Researcher. The Team consists of social researchers, economists and statisticians. It provides analytical support to policy teams across the Directorate for Europe and External Affairs, and for the International Division within DEXA. The team also provides analytical support for the Directorates of Strategy and Constitution and Culture, Tourism and major Events.

As well as longer term programmes of work, the Strategic Analysis Team is also responsive to emergent priorities. We often need to turn around pieces of work within a short time scale, and produce outputs for Ministers and senior managers within the Scottish Government.

#### **Project details:**

The project will work alongside analytical and policy colleagues to develop the following:

- A database of sources of high quality information on international affairs
- A refresh of a report on how other nations' horizons functions operate
- A methodology for scanning the 'international horizon' and flagging emerging issues in advance
- A database of academics and experts who may be able to operate as an informal network to inform a Scottish assessment of world affairs
- Having developed the methodology, the intern will then test the method and develop and undertake the first ministerial briefings on emerging crises.

#### **Skills required**

- Experience in searching, reviewing, critically evaluating, interpreting, summarising and synthesising evidence and research findings from different sources accurately and at speed
- Critical thinking and analytical skills including the ability to identify salient points from research/databases and draw out sound, logical inferences.
- Excellent communication skills: Clear written and oral communication that avoids unnecessary use of jargon and technical terms and ability to present information clearly and logically; able to communicate succinctly, facilitate discussions effectively to achieve clear outcomes; Good oral presentation skills.
- Strong organisational skills and self-motivated; able to manage competing tasks and work autonomously.

#### **Timing**

The timing of the internship will be agreed with the successful applicant.

#### **Queries:**

**SG Analytical Sponsor:** Nuala Gormley

**Enquiries to email:** [Nuala.Gormley@gov.scot](mailto:Nuala.Gormley@gov.scot)

**Telephone:** 0131 244 2601

## **DIRECTORATE GENERAL: Constitution and External Affairs**

**Directorate: External Affairs**

**Division/Team: International**

### **Internship 10: Cultural Diplomacy**

#### **Policy Context:**

The Scottish Government has a strong and consistent commitment to international engagement. In 2008 we published **Scotland's International Framework** setting out how our international work supports the Government's central purpose of creating a more successful country, with opportunities for all to flourish through increasing sustainable economic growth. Indeed, **Scotland's Economic Strategy** places 'internationalisation' at its heart alongside innovation, investing in our people and inclusivity.

Currently Scottish Government supports an **overseas network** of Government offices in **Brussels, Washington DC, Toronto, Beijing, Dublin, London** and the 29 Scottish Development International (SDI) Offices spanning 19 countries. We will continue to keep our collective overseas presence under review to ensure that we are best placed to meet current and future priorities. As part of that programme, we will build on our existing innovation and investment hubs in Dublin and London and open innovation and investment hubs in **Berlin** and **Paris** alongside upgrading our presence in Toronto and Brussels.

These hubs bring together resources and partners and co-ordinate and deliver activity on the ground. They are also intended to provide a platform for business and academia to access trade and investment opportunities, to develop research and innovation collaborations and to attract inward investment to Scotland.

Outside of those countries where there is a permanent Scottish presence, the Government set out in policy documents and in **Country Engagement Strategies** for each of **six priority countries – the USA, Canada, China, India and Pakistan** (a strategy is currently being developed for Japan). Europe remains a focus for engagement and this has become more relevant in the light of Brexit.

These sites are the focus of a range of activities, with an important emphasis on Cultural Diplomacy. Cultural engagement embodies an essential part of the 'soft power' Scotland hopes to deploy in our international activity, and we seek evidence on how the various activities deliver value in this regard and to set out a best practice model.

#### **Project Context:**

Officials in International Division and Culture Division are collaborating to invest in better understanding of activity, measures and outcomes, related to Cultural engagement as a diplomatic endeavour, via these sites. The Strategic Analysis team works with both Divisions to assess available evidence and explore evaluative methods in order to advise on outcomes measures.

The internship will be based in the Strategic Analysis Team, in the Office of the Chief Researcher. The Team consists of social researchers, economists and statisticians. It provides analytical support to policy teams across the Directorates for Europe and External Affairs, and for Culture, Tourism and major Events. The team also provides analytical support for the Directorate of Strategy and Constitution. As well as longer term programmes of work, the Strategic Analysis Team is also responsive to emergent priorities. We often need to turn around pieces of work within a short time scale, and produce outputs for Ministers and senior managers within the Scottish Government.

#### **Project details:**

The project will work alongside analytical and policy colleagues to:

- Assess existing literature and evidence reviews on approaches to, and the impact of cultural diplomacy
- Contribute to design of research tools to support an evaluative programme
- Contribute to data collection across International sites
- Support senior analysts in advising on outcomes measures for Cultural Diplomacy

### **Skills required**

- Experience in searching, reviewing, critically evaluating, interpreting, summarising and synthesising evidence and research findings from different sources accurately and at speed
- Critical thinking and analytical skills including the ability to identify salient points from research/databases and draw out sound, logical inferences.
- Good qualitative research skills
- Excellent communication skills: Clear written and oral communication and ability to present information clearly and logically; able to communicate succinctly, facilitate discussions effectively to achieve clear outcomes; Good oral presentation skills.
- Strong organisational skills and self-motivated; able to manage competing tasks and work autonomously.

### **Timing**

The timing of the internship will be agreed with the successful applicant but will not be before April 2018.

**SG Analytical Sponsor:** Nuala Gormley

**Enquiries to email:** [Nuala.Gormley@gov.scot](mailto:Nuala.Gormley@gov.scot)

**Telephone:** 0131 244 2601

**Internship 11: To conduct a literature review of the benefits and impact of social tourism**

**Policy Context:**

The Scottish Government's Economic Strategy sets out our commitment to inclusive growth and this is reflected in Tourism Scotland 2020, our industry-led tourism strategy. As an industry, few sectors have the reach and geographical impact of the tourism sector and the importance of tourism is recognised through its position as one of the Scottish economy's key growth sectors.

One element of our work to deliver inclusive growth has been our work on social tourism – the inclusion of people living on a low income in holiday and leisure activities. Since 2016, the Scot Sprit Breaks initiative, led jointly by VisitScotland and the Family Holiday Association, supported by partners from across the tourism industry, has provided hundreds of vulnerable and disadvantaged families with a short break or day out in their own country. The initiative has provided a range of attendant social and economic benefits, both for the families that have participated and for tourism businesses involved. This project will combine an exploration the benefits of social tourism activity for all participants and inform the direction and development of the Scottish Government's future social tourism policy.

**Project details**

The intern will be involved in supporting the development of analytical/evidence outputs to support the development of the future policy direction of the Scottish Government's approach to social tourism. They will be based in the Tourism Team (in Victoria Quay, Edinburgh) – part of the wider Culture, Tourism and Major Events Directorate - and will be supported on a day to day basis by the Head of Tourism Strategy and Delivery. The intern will also draw on analytical advice and support from analysts in the Strategic Analysis Team based in the Office of the Chief Researcher.

The profile of tourism within the Scottish Government and across Scotland as a whole has never been more visible and the intern will be exposed to a number of aspects of the tourism agenda, including its international links and its impact on current key policy areas including economic development, health and education.

It is expected that the intern, with support, will be required to contribute to the following work areas:

- A desk-based literature review across UK and European sources to build up a robust understanding of the evidence base, identifying social and economic impacts, and benefits of social tourism as well as key issues faced by the social tourism sector.
- Mapping work to identify data and evidence and academic research of relevance.
- Development of recommendations on potential future policy direction.
- Communication of findings through the production of a report and related presentations.
- Dealing with ad hoc analytical enquires as required.

**Skills required**

- Experience in searching, reviewing, critically evaluating, interpreting, summarising and synthesising evidence and research findings from different sources accurately and at speed
- Good critical thinking and analytical skills
- Good qualitative and quantitative social research methods training and experience
- Good communication skills and ability to present information clearly, logically and succinctly
- Strong organisational skills and self-motivated.

**Timing**

The timing of the internship will be agreed with the successful applicant.

SG Analytical Sponsor: Kay Barclay

**Enquiries to email:** [Kay.Barclay@gov.scot](mailto:Kay.Barclay@gov.scot), Telephone: 0131 242 2236

**Internship 12: Analysis to support the evaluation of the 2018 European Championships**

**Policy Context:**

The European Championships is a new addition to the global sporting calendar, to be held every four years. The inaugural event in 2018 is being co-hosted by Glasgow/Scotland and Berlin from 2 to 12 August 2018. The Championships will bring together six existing European Championships and a new golf event into one co-ordinated multi-sport event. As a multi-sport 'mega-event' the impact of the Championships will be greater than the sum of its parts, offering enhanced ticket sales and media interest with a potential broadcast audience of up to 1.03 billion. It is predicted that the event will bring 3,500 athletes to Scotland, as part of an overall delegation of 8,500. The Scottish Government is the principal funder of the Scottish elements of the Championships, providing 70% (£63m) of the public subsidy with Glasgow City Council picking up the remaining 30% (£27m).

SG has put in place a European Championships Project Team located within the Tourism & Major Events Division to support the project and SG's interests in it and to be the principal liaison point with the event organisers in Glasgow. The intern will be based in this team and supervised by the team's senior analyst.

**Project details**

The SG effort will focus on those aspects of the Championships where it can add most value. One of these will be the monitoring and evaluation of the Championships to ensure that they support the SG's aim of driving sustainable economic growth and enhancing Scotland's international reputation.

The intern will be required to work closely with the senior analyst to design and deliver a monitoring and evaluation framework/approach. This will involve identifying appropriate measurement tools and existing data sources, to measure and report on the achievement of the agreed objectives of the Championships, including economic, social and environmental impact, before during and beyond the event, including post dissolution of the Glasgow 2018 delivery organisation. The intern will also contribute to the evaluation and monitoring sub group and to events evaluation mechanisms of Glasgow Life (the sport and leisure agency of Glasgow City Council).

In addition, the intern will support the development of the Equality Impact Assessment (EQIA) for the Championships, linked to EQIAs being put in place for other major events supported by SG.

**Skills required**

- Good research and data analysis skills, with training and experience in both qualitative and quantitative research methods
- Experience of monitoring and evaluation methods, with a good understanding of approaches to measuring the impact and outcomes of policies or events
- Experience in searching, reviewing, critically evaluating, interpreting and synthesising evidence and data accurately and at speed
- Good communication skills and ability to present information clearly, logically and succinctly
- Strong organisational skills and self-motivated; able to manage competing tasks and work autonomously.

**Timing**

The timing of the internship will be agreed with the successful applicant but is likely to be as soon as possible.

**SG Analytical Sponsor:** Kay Barclay

**Enquiries to email:** [Kay.Barclay@gov.scot](mailto:Kay.Barclay@gov.scot) or [Judith.Young@gov.scot](mailto:Judith.Young@gov.scot), **Tel:** 0131 244 2236

**Internship 13: Analysis to support the development of the Culture Strategy**

**Policy Context:**

*A nation with ambition: the Government's Programme for Scotland 2017-2018* reaffirmed a commitment to develop a culture strategy for Scotland. The strategy will be underpinned by a vision that articulates the powerful and transformative effect that culture has. It will set out ways that Scotland supports and values culture and the imaginative and innovative role of artists, cultural producers, creative practitioners, businesses and cultural organisations in shaping a strong, diverse, innovative and open society.

The development of the strategy is now underway led by the Culture and Historic Environment Division. The current phase consists of a programme of public and sectoral “culture conversations” that aim to draw in views from across the sector and wider society. This engagement activity is supported by exploratory work to develop policy options in consultation with colleagues across the SG. The information gathered in this initial phase will inform the development of a draft strategy document which will then go out to formal consultation. More information on the culture strategy is available here: <https://beta.gov.scot/policies/arts-culture-heritage/culture-strategy-for-scotland/>

The strategy will be robustly underpinned by evidence and data, and a range of analytical activities and outputs are also being developed to support the strategy. This includes working closely with analytical stakeholders (the Scottish Culture and Evidence Network, SCENE) and an academic roundtable.

**Project details**

The intern will be involved in supporting the development of analytical/evidence outputs to support the development of the Culture Strategy. They will be based in the Strategic Analysis team (in St Andrews House) and will be supported to day to day by their line manager in this team. They will also be working closely with the Culture Strategy policy team (based in VQ) headed up by Leonie Bell who is seconded from Creative Scotland to deliver the Strategy. As well as being focused on the Culture and Historic Environment portfolio, the intern will be exposed to the wider work of the Strategic Analysis team, a fast-paced team based at the heart of the Scottish Government covering a range of strategic policy areas including the Constitution, migration and Brexit.

The exact nature of the tasks required is still to be confirmed and will in part depend on the timing of the internship. However, it is expected that the intern, with support, will be required to contribute to the following work areas:

- Concise desk based literature reviews to build up a robust understanding of the evidence base and key issues facing the culture sector
- Communicating findings through the production of reports and presentations
- Mapping work to identify data and evidence and academic research of relevance
- Secretariat support to the running of an analytical working group and academic roundtable
- Analysis of responses to a consultation on the draft strategy
- Dealing with ad hoc analytical enquires as required.

**Skills required**

- Experience in searching, reviewing, critically evaluating, interpreting, summarising and synthesising evidence and research findings from different sources accurately and at speed
- Critical thinking and analytical skills.



- Experience of the use of a range of different qualitative and quantitative social research methods
- Excellent communication skills and ability to present information clearly and logically; good oral presentation skills.
- Strong organisational skills and self-motivated; able to manage competing tasks and work autonomously.

**Timing**

The timing of the internship will be agreed with the successful applicant and would ideally start around April 2018.

**SG Analytical Sponsor:** Kay Barclay

**Enquiries to email:** [Kay.Barclay@gov.scot](mailto:Kay.Barclay@gov.scot)

**Telephone:** 0131 244 2236

**Internship 14: Constitution, Freedom of Information and Intergovernmental Relations**

**Policy Context:**

The Constitution & UK Relations Division sits at the centre of the Scottish Government, covering a range of high-profile and priority policy areas, including Constitutional policy, Elections policy, Freedom of Information and Inter-Governmental Relations with other UK administrations.

For example, Constitution Policy Team has a lead role in considering the Scottish Government response to the EU Withdrawal Bill and the return of devolved powers after the UK leaves the EU. Freedom of Information is a vital tool in delivering the First Minister's commitment to leading "*an outward looking Government which is more open and accessible to Scotland's people than ever before*".

This internship offers the opportunity to provide research and analytical input to support the work of the Constitution & UK Relations Division.

**Project details**

At the time of advertising, the precise nature and subject of the internship project is yet to be decided. Potential topics of work *may* include:

- Freedom of Information and Open Government
- Inter-governmental relations
- Cross-administrative framework agreements

Tasks are likely to include:

- Sourcing and analysing existing international information and evidence
- Literature reviews
- Analysing quantitative data
- Producing summary briefing papers
- Presenting findings orally

**Skills required**

- **Strong analytical skills:** ability to assess, analyse and synthesise data, research and other information from a range of sources.
- **Conducting literature reviews:** experience in assessing, reviewing and summarising literature.
- **Communication:** writing reports and briefing papers for a non-academic audience; good oral presentation skills.
- **Adaptability and flexibility:** ability to fit into an office and government environment and fast pace way of working.

**Timing**

The timing of the internship will be agreed with the successful applicant.

**SG Analytical Sponsor:** Donna Easterlow

**Enquiries to email:** [Donna.Easterlow@gov.scot](mailto:Donna.Easterlow@gov.scot)

**Telephone:** 0131 244 2600

## **Internship 15: Strategy unit**

### **Policy Context:**

The Strategy Unit undertakes detailed analysis of medium term cross-cutting policy issues for Scotland and produces robust policy advice, working closely with analytical and policy colleagues across Scottish Government.

The Unit is based in the Scottish Exchequer, which lies at the heart of the work of the Scottish Government. The Unit advises Ministers, the Permanent Secretary and the Executive Team on a range of cross cutting issues. It's a multi-disciplinary policy/analytical team, including policy advisers, a statistician, economists and social researchers.

### **Project details**

One internship is offered by the Strategy Unit. The work will include supporting work to identify options for new policy approaches to improve outcomes, address challenges or take advantage of opportunities for Scotland in the medium term, in selected areas of economic and social policy. The exact topics will depend on the work in progress at the time the intern joins the team. The Unit works on a diverse range of social and economic policy areas including tax, wealth, food policy, end of life care and use of big data and predictive analytics to deliver public value. We have recently finished a horizon scanning project looking at future challenges and opportunities facing Scotland over the next 5 to 15 years and are now starting follow-up work around increased utilisation of new technologies and how Scotland leverages future advantages of technological advancement (and thinks about some of the wider labour market and societal implications). The team also supports the Executive Team's programme of quarterly strategic discussions.

The intern may work on several projects during their time in the Unit. The internship is likely to involve:

- desk based research, including the analysis of existing research evidence/data and information gathering
- the opportunity to work with government analysts and policy makers across the Scottish Government and
- the communication of findings in the form of short briefing papers or presentations for a range of Scottish Government audiences including senior civil servants.

### **Skills required**

The Strategy Unit invites expressions of interest from students with an interest in applying their social science knowledge and experience to contribute to the work of the Unit. We welcome applications from students in any social science discipline.

Required skills:

- literature searching and reviewing skills – including reviewing papers from a wide range of disciplines
- ability to operate across traditional analytical boundaries and disciplines
- good written and oral communication skills are essential
- understanding that project work will be sensitive and will require careful handling.

### **Timing**

The timing of the internship will be agreed with the successful applicant.

**SG Analytical Sponsor:** Aileen McIntosh  
**Enquiries to email:** [Aileen.McIntosh@gov.scot](mailto:Aileen.McIntosh@gov.scot)  
**Telephone:** 0131 244 5646

**Internship 16: Development of Land And Buildings Transaction Tax Statistics**

**Policy Context:**

Revenue Scotland is responsible for the management and collection of Scotland's devolved taxes, and started collecting Land and Buildings Transaction Tax (LBTT) in April 2015. To date, LBTT has contributed over £1bn to the Scottish Budget.

**Project details**

The details of the project are still to be confirmed, but are likely to involve working with Revenue Scotland statisticians on the development and presentation of LBTT statistics.

These statistics are used to inform Scottish Ministers, Scottish Government policy colleagues, Parliament and others on the high profile topic of devolved taxes.

Possible topics include data quality improvement, analysis and effective presentation of:

- LBTT data at sub-Scotland geographies
- Data on LBTT reliefs (e.g. Charities relief, Multiple Dwellings relief, etc)

**Skills required**

- Sound quantitative analytical skills, experience of using statistical software (eg. SAS, SPSS, or Stata, etc), good Excel skills, good written and oral communication.

**Timing**

The timing of the internship is flexible and will be agreed with the successful applicant.

**SG Analytical Sponsor:** Andrew Macartney

**Enquiries to email:** [andrew.macartney@revenuescotland.gsi.gov.uk](mailto:andrew.macartney@revenuescotland.gsi.gov.uk)

**Telephone:** 0131 244 3599

**Internship 17: Analysis of engagement and diversity data from the Scottish Government People Survey**

**Policy Context**

The Corporate Analytical Services team in the Directorate for People provide evidence and analysis to inform organisational decisions on issues related to staff wellbeing, staff engagement, workforce planning, pay negotiations and organisational effectiveness in the Scottish Government. We are a diverse team, made up of social researchers, statisticians and HR data analysts. We analyse management information data, manage staff surveys and carry out primary research to inform and evaluate corporate initiatives.

The Scottish Government People Survey is part of the annual Civil Service People Survey covering nearly 500,000 civil servants. 98 UK Civil Service organisations took part in the survey in 2016, and it has been running in its current format since 2009. The survey is used to obtain views from our staff about the experience of working in the Scottish Government. It looks particularly at how engaged our people are in their work. The results help us to understand what we need to improve to make the Scottish Government a great place to work, and to provide the best service we can for Scotland. In 2017, new survey questions are being introduced to measure socio-economic diversity in the Scottish Government.

**Project details**

This placement offers the opportunity to be part of a team undertaking statistical analysis of Scottish Government People Survey. The analysis will be used to provide insight into the effectiveness of HR policies, highlighting potential areas for action and support. The work will form the basis of detailed briefings for senior leaders on how different groups of people in the organisation feel in terms of their inclusion, fair treatment, wellbeing, discrimination, harassment, bullying, and their levels of engagement. There will also be an opportunity to analyse diversity data from the survey, including newly introduced measures of socio-economic mobility.

The project offers an excellent opportunity to work on a project with significant reach across Government. You will have the opportunity to work with other analysts and policy makers and develop communication and report-writing skills for a non-academic audience. No previous experience in the substantive topic area is required.

The post will be located in Edinburgh.

**Skills required**

- essential – strong interpersonal, oral and written communication skills
- essential – experience of analysing and reporting quantitative data
- essential – ability to handle sensitive data appropriately
- desirable – familiarity with a common statistical package (e.g. SPSS/SAS/R)
- desirable – experience or understanding of regression analyses

**Timing**

The timing of the internship will be agreed with the successful applicant.

**SG Analytical Sponsor:** Luke Cavanagh  
**Enquiries to email:** [luke.cavanagh@gov.scot](mailto:luke.cavanagh@gov.scot)  
**Telephone:** 0131 244 3016

**Internship 18: Land Reform and the Environment**

**Policy context**

The Scottish Government's has committed to achieving a target of 1 million acres of land into community ownership by 2020. Community ownership is at the heart of the Scottish Government's community empowerment agenda, and Principle 3 of the recently published Scottish Land Rights and Responsibilities Statement<sup>2</sup> states that more local communities should have the opportunity to own, lease or use buildings and land which can contribute to their community's wellbeing and future development. The acquisition and management of land can make a major contribution towards creating stronger, more resilient and more independent communities. The Scottish Government has an important role in supporting communities who have the ambition to take on ownership of land. Landownership is increasingly seen as an 'enabling tool' by many communities, with the ability to achieve a wide-ranging set of impacts and contribute to the continued resilience of Scotland's communities.<sup>3</sup>

**Project outline**

This internship project will examine issues relating to community land ownership as part of a larger programme looking at various aspects of the Land Reform agenda in Scotland. Specifically the project will seek to explore what the current narratives of environmental focussed land owning NGOs<sup>4</sup> are in relation to the transferring of ownership of land to community groups. Of particular interest will be the perceptions of possible divergence of purpose between NGOs and community groups but also perceived common purpose where the two groups may conceivably work together for the benefit of all. The project methodology will be in-depth interviews with key stakeholders in environmental NGOs. The intern will be working in RESAS at Saughton House and providing analysis and evidence for the Land Reform Policy team to inform the land reform agenda.

**Skills required**

Good qualitative skills are essential, as well as good communication and report-writing skills. Some knowledge about the relevant policy context and an interest in the environment are preferable but neither is essential.

**Timing**

The timing of the internship will be agreed with the successful applicant.

**SG Analytical Sponsor:** Neil Davidson

**Enquiries to email:** [neil.davidson@gov.scot](mailto:neil.davidson@gov.scot)

**Telephone:** 0131 244 9734

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<sup>2</sup> <http://www.gov.scot/Resource/0052/00525166.pdf>

<sup>3</sup> <http://www.gov.scot/Resource/0049/00490614.pdf>

<sup>4</sup> For example, John Muir Trust, National Trust for Scotland, Royal Society for the Protection of Birds, Scottish Wildlife Trust, and the Woodland Trust Scotland.

**DIRECTORATE GENERAL:****Directorate: Economic****Division/Team: Innovation, Industries & Investment (Entrepreneurship)****Internship 19: Developing Scotland's Entrepreneurial Eco-system****Policy Context:**

Understanding how an eco-system approach to entrepreneurial support can increase growth aspiration and high-impact entrepreneurial activity, such as innovation and internationalisation, which fits in with the CAN DO framework to make Scotland a leading entrepreneurial nation.

Acknowledging areas in Scotland with good entrepreneurial potential and looking to develop and regenerate areas with the CAN DO places work.

**Project details**

Research looking into the entrepreneurial towns and regions in Scotland and see what is inhibiting growth and enterprising behaviour in certain parts of the country. With the aim of forming practical recommendations on how government can help develop entrepreneurial hot-spots.

A wider review and analysis of entrepreneurial eco-systems needs to be undertaken with particular emphasis on how government intervention increases entrepreneurial activity in these areas. This is in conjunction with looking at FSB figures on 'Town Partnerships' and other data sources to identify and analyse places of high entrepreneurial activity or potential for growth within Scotland.

**Skills required**

- Be able to conduct a detailed analysis and review of literature into entrepreneurial eco-systems.
- Knowledge of data sources where appropriate information can be reached on identifying areas of high entrepreneurial potential.
- Basic quantitative research skills to produce descriptive statistics and interpret data.
- Excellent written and verbal skills to communicate research to government audiences.

**Timing**

The timing of the internship will be agreed with the successful applicant.

**SG Analytical Sponsor:** Stephen Knox**Enquiries to email:** [James.Muldoon@gov.scot](mailto:James.Muldoon@gov.scot)**Telephone:** 0131 244 1201

**Internship 20: Capital Investment Scotland Study**

**Policy Context:**

Global Scotland – Scotland’s Trade and Investment Strategy 2016-2021 sets out the Scottish Government’s approach in relation to increasing the level of capital investment into Scotland. The key aims of the strategy in relation to capital investment policy are to “Bring forward strong, investment ready propositions which meet investor expectations; and systematically identify and engage with potential investors.” This approach requires that we “work with the public and private sectors and potential investors to take a more proactive and investor focused, and more systematic and co-ordinated approach, to attracting capital investment to large scale projects in Scotland.”

There has already been and continues to be on-going work in attracting capital to Scotland and an outcome from the Trade and Investment Strategy is that a cross public sector group has been established to better develop Scotland’s combined investment offer to match the investment propositions with the different investment markets to generate sustainable economic growth. The policy area deals with large scale capital investment which has the potential to have a significant benefit to the Scottish economy.

**Project details**

The intern would work in the Inward and Capital Investment Policy team which consists of one C1 and one B3. This is a newly established team and hence there is a requirement for initial research to benefit and develop the policy area. The project would be to undertake a review of a defined list of investment propositions and data to analyse the propositions in relation to ‘investor requirements’ including but not limited to:

- A strong and resilient city with growth potential
- Transport connections
- Pro-investment city leadership
- Delivery focus.

The study should include a review of literature, qualitative and quantitative data analysis. The data will consist of available data sources and there will also be a need for the researcher to consider new sources of data that will help to inform the study. Analysis should be undertaken on the location of investment and the correlation with the ‘investor requirements’

The study should also include case studies of other UK and European region’s approach to attracting capital investment. The outputs of this study will feed directly into the objectives of the Capital Investment Scotland Steering Group and will be used to inform the national approach to attracting high value investment to Scotland.

**Skills required**

The following skills are required:

- Command of quantitative analysis and basic qualitative
- Ability to produce descriptive statistics and draw policy related recommendations
- Interpretation of academic literature
- Basic knowledge of existing economic data sources

**Timing**

The timing of the internship will be agreed with the successful applicant.

**SG Analytical Sponsor:** Judith Hill

**Enquiries to email:** [Judith.Hill@gov.scot](mailto:Judith.Hill@gov.scot)

**Telephone:** 0141 242 0430



**Internship 21: Justice system response to actions involving contact with children – comparative approaches**

**Policy Context:**

The way in which the justice system responds in contact cases involving children is being considered across a number of priority policy areas in the Justice Directorate. In particular, the issue of an effective justice response to children in these cases is being considered in:

- The work of the Justice Expert Group, established under the Equally Safe Strategy, the Scottish Government's Strategy which aims to reduce/eradicate violence against women and girls/children. The Justice Expert Group has focused on developing a victim centred approach to the justice system response to violence against women and girls/children.
- The Family Justice Modernisation Strategy, and the forthcoming Review of the Children (Scotland) Act 1995 which will consider a number of key issues facing the justice system, including effective approaches in areas such as disputes between parents over children, and parental rights and responsibilities.

**Project details**

The internship will be focused on the provision of evidence to inform policy development in the policy areas noted above, and will be primarily focused on the provision of evidence around the approaches adopted in justice systems in other countries. The intern will be based in the **Justice Analytical Unit**, and will be working closely with a Principal Researcher.

Key areas of focus are likely to include:

- Cross jurisdictional approaches to cases involving disputes over child contact where there are issues of domestic abuse (including approaches to joined up justice systems; risk assessments; and support/advocacy for children)
- Cross jurisdictional approaches to resolving disputes around contact with children, including enforcement

The Intern would be assisting in the design, conduct and analysis of interviews with key informants/academics, and conducting and reporting on a review of available evidence (including grey literature/web based materials) on the approach taken by justice systems in different jurisdictions.

This is an exciting opportunity to contribute directly to policy development in these high profile policy areas.

**Skills required**

- Experience in undertaking literature reviews
- Design, analysis and write up of qualitative interview data.
- Good communication and report writing skills

It would be helpful though not essential to have background knowledge of criminal and/or family justice.

**Timing**

The timing of the internship will be agreed with the successful applicant.

**SG Analytical Sponsor:** Debbie Headrick

**Enquiries to email:** [Debbie.Headrick@gov.scot](mailto:Debbie.Headrick@gov.scot)

**Telephone:** 0131 244 4737

**Internship 22: Using R to enhance the data management, analysis and dissemination of Scottish Crime and Justice Survey**

**Policy Context:**

Justice Analytical Services (JAS) has responsibility for providing research and analysis on a wide range of policy areas in the Justice and Safer Communities Directorates including crime and policing. As part of this work, JAS analysts manage the delivery and dissemination of the Scottish Crime and Justice Survey (SCJS) – one of Scotland’s three main population surveys, designed to ask people about their experiences and perceptions of crime.

The survey provides a picture of crime in Scotland, including crimes that haven’t been reported to, or recorded by the police and captured in police recorded crime statistics. The findings from the SCJS are used by policy makers across the public sector in Scotland to help understand the nature of crime in Scotland, target resources and monitor the impact of initiatives to target crime.

More information on the Scottish Crime and Justice Survey and analysis/findings published to date can be found at: <http://www.gov.scot/SCJS>

**Project details**

We currently receive SCJS data in SPSS and, using our existing skills, mainly manage, process and analyse the data using SAS and MS Excel. We are currently preparing to report 2016/17 SCJS results in early 2018. However, we would like to explore the potential opportunities offered by R to enhance the data management, analysis and dissemination of Scottish Crime and Justice Survey.

The intern would work in the Safer Communities Analytical Unit within JAS – largely focusing on how to improve the management, analysis and dissemination of the SCJS data. We would like to investigate the potential for using R to:

- streamline data processing and validation procedures;
- complete analysis; and,
- disseminate key SCJS time series results, using R Shiny Apps, or otherwise. This could involve additional breakdowns and presentations of 2016/17 results.

There will likely also be scope over the internship period to support wider work being taken forward within the SCJS team to analyse and disseminate new findings, and to support work across the wider Justice Analytical Services team.

**Skills required**

- Quantitative skills: strong knowledge of using R to manage, process, analyse and disseminate data is essential. Good knowledge of MS excel and ideally SAS and SPSS is also important.
- Good communication and report writing skills.
- It would be helpful though not essential to have background knowledge of criminal justice matters.

**Timing**

The timing of the internship will be agreed with the successful applicant.

**SG Analytical Sponsor:** Neil Grant  
**Enquiries to email:** [Neil.Grant@gov.scot](mailto:Neil.Grant@gov.scot)  
**Telephone:** 0131 244 6176

**Internship 23: Planning and disseminating the latest Scottish Crime and Justice Survey results.**

**Policy Context:**

Justice Analytical Services (JAS) has responsibility for providing research and analysis on a wide range of policy areas in the Justice and Safer Communities Directorates including crime and policing. As part of this work, JAS analysts manage the delivery and dissemination of the Scottish Crime and Justice Survey (SCJS) – one of Scotland's three main population surveys, designed to ask people about their experiences and perceptions of crime.

The survey provides a picture of crime in Scotland, including crimes that haven't been reported to, or recorded by the police and captured in police recorded crime statistics. The findings from the SCJS are used by policy makers across the public sector in Scotland to help understand the nature of crime in Scotland, target resources and monitor the impact of initiatives to target crime.

More information on the Scottish Crime and Justice Survey and analysis/findings published to date can be found at: <http://www.gov.scot/SCJS>

**Project details**

The SCJS is used in multiple ways and by multiple users across government, public services, academia and third sector. Engaging and disseminating results effectively is important in ensuring that the SCJS meets the needs of users.

We are currently preparing to report 2016/17 SCJS results in early 2018 and would like to offer an opportunity to support the dissemination of the latest SCJS results and to develop a strategy and structure for future dissemination which can be employed consistently to provide information that users require.

The intern will work in the Safer Communities Analytical Unit within JAS – largely focusing on developing approaches to better disseminate the latest SCJS results and reports. We expect that this may also involve a review of the SCJS website and direct engagement with Scottish Government and external users. This is likely to involve considering how best to disseminate key results to national and, in particular, local stakeholders, such as Police Scotland and their Police Divisions and also potentially commencing work to upload key SCJS statistics to the [statistics.gov.scot](http://statistics.gov.scot) website.

There may also be scope over the internship period to support wider work being taken forward within the SCJS team and to support work across the wider Justice Analytical Services team.

**Skills required**

- Good communication, presentation and report writing skills.
- Quantitative skills: experience of data analysis and reporting.
- It would be helpful though not essential to have background knowledge of criminal justice matters.

**Timing**

The timing of the internship will be agreed with the successful applicant.

**SG Analytical Sponsor:** Neil Grant  
**Enquiries to email:** [Neil.Grant@gov.scot](mailto:Neil.Grant@gov.scot)  
**Telephone:** 0131 244 6176

## **Internship 24: Cyber-crime**

### **Policy Context:**

Justice Analytical Services (JAS) has responsibility for providing research and analysis on a wide range of policy areas in the Justice and Safer Communities Directorates including crime and policing, drugs, fire, resilience, civil and criminal justice, court proceedings, prisons, community justice and offender rehabilitation.

One of the areas on which we wish to develop the evidence base is cyber-crime. The rise of the internet and digital technologies has changed the way we carry out many aspects of our daily lives. Whilst technological advancements have created many positive opportunities, they can also be exploited for a range of illegal activities commonly referred to as 'cyber-crime', a wide ranging term which incorporates a variety of criminal acts. To effectively prevent and tackle cyber-crime, it is important to examine the evidence in order to understand the nature, scale and extent of the issue in Scotland.

### **Project details**

The exact project details will depend on the requirements at the time of the internship and the skills of the intern. At the moment we have a particular interest in the area of cyber resilience, how people and businesses protect themselves from digital risks. A project may take the form of an evidence review around 'what works' in driving effective behaviour change in cyber resilience and assessing the extent to which current schemes are operating in line with the evidence.

### **Skills required**

- Evidence review skills
- Good communication and report writing skills
- Quantitative skills may be helpful if there is an interest in analysing data.
- It would be helpful though not essential to have some background topic knowledge.

### **Timing**

The timing of the internship will be agreed with the successful applicant.

**SG Analytical Sponsor:** Hannah Davidson

**Enquiries to email:** [Hannah.Davidson@gov.scot](mailto:Hannah.Davidson@gov.scot)

**Telephone:** 0131 244 6904

**Internship 25: Tackling inequality and economic growth**

**Policy Context:**

Scotland's Economic Strategy recognises that a more cohesive economy improves the opportunities, life chances and wellbeing of Scotland's citizens. The Scottish Government therefore strongly supports inclusive growth based on equal opportunities, a fair and inclusive jobs market, regional cohesion and safe and secure communities.

**Project details**

We would like an intern to work with us to help us further understand the evidence base on the relationship between tackling poverty and inequality and economic growth. This is connected to the Scottish Government's broader programme of work relating to Inclusive Growth. The exact scope of the project will be agreed on arrival, but we expect that this work will build on ongoing work being taken forward with policy teams and focus on a particular context, e.g. a particular equality group, sector, or place.

**Skills required**

Any social science background, including economics, would be appropriate

**Timing**

The timing of the internship will be agreed with the successful applicant.

**SG Analytical Sponsor:** Emma Congreve

**Enquiries to email:** [emma.congreve@gov.scot](mailto:emma.congreve@gov.scot)

**Telephone:** 0131 244 0319

**Internship 26: Improving understanding of poverty and protected characteristics**

**Policy Context:**

In March 2018 Scottish Government will publish its annual poverty statistics which include a breakdown of poverty by different protected characteristics. As samples are quite small we have little additional quantitative information about how poverty is experienced by people with varying protected characteristics. However this type of analysis is critical to our continued development of analysis around the socio-economic duty (being introduced next year) and our assessment of budgetary expenditure.

We recently published a strategy of equality evidence which sets out the evidence research gaps. Over the next 6 months we will be holding discussions with stakeholders to prioritise remaining gaps and these discussions may also feed into the subsequent internship project.

<https://beta.gov.scot/publications/scotlands-equality-evidence-strategy-2017-2021/pages/8/>

The Equality and Social Justice analysis team within Communities Analysis Division works very closely with Policy teams to progress policy relevant evidence. This post would be an exciting opportunity to work closely with government analysts and policy officers on policy central to government thinking.

**Project details**

As this area is quite fast moving and to an extent reactive to Parliamentary direction the project cannot be tightly defined at this stage. However there are a number of areas that may need to be progressed over the next 6-12 months and nearer the time a defined project will be formulated and agreed with the intern:

- A better understanding of what works in tackling poverty for people experiencing mental health problems – bringing together literature and good practice from a range of stakeholders to help inform future policy and practice.
- An improved scoping of Understanding Society, Family Resource Survey or Scottish Household Survey data to improve our understanding of poverty for different protected characteristics. This may include the potential for limited qualitative follow-up to understand experiences.
- Impact of sectoral budgetary decisions over time on specific equality groups (eg. housing, city growth plans)

**Skills required**

The project can be tailored according to the intern's skills so any social science background, including economics, would be appropriate.

**Timing**

The timing of the internship will be agreed with the successful applicant.

**SG Analytical Sponsor:** Liz Hawkins

**Enquiries to email:** [liz.hawkins@gov.scot](mailto:liz.hawkins@gov.scot)

**Telephone:** 0131 244 7922

**Internship 27: Improving approaches to consultation in Scottish Government**

**Policy Context:**

Consulting with stakeholders and the public is a key part of government policy making. Hundreds of documents are put out each year from highly technical consultations on planning law to high level consultations on contentious issues such as land reform, fracking or same sex marriage. Views are incredibly important to policy makers as they develop their policies or legislation but the consultation process is not easy to get right. It is important that the consultation process is, and is seen as, appropriate, fair and effective without being burdensome on stakeholders. Some guidance does exist in Scottish Government but it is now outdated and does not match either the technical digital advancements nor the spirit of true participation required within the Scottish approach.

**Project details**

A social research working group is leading on developing good practice consultation guidance for the government based on a 'consultation journey' which helps policy makers to identify the key questions they should ask themselves when deciding where, when, how and why to consult. The working group is closely aligned to Digital and Participation colleagues given that much of our current consultation takes place on Citizen Space, a digital platform for consultations. All consultations built on Citizen Space, enable people to submit their response online <https://www.citizenspace.com/info/>.

The intern's role would include collating and reviewing existing and draft SG materials and guidance on consultation, and editing, improving and further developing them into effective and visually appealing tools for SG policymakers that reflect current best practice and literature, and meet the legal requirements of Scottish Government consultations. The intern would also have the opportunity to test the new tool(s) with policy colleagues. The working group cannot do this at pace alongside current commitments so wish to bring in an intern to progress the project.

The intern would be line managed by one member of the group.

**Skills required**

Any social science background would be appropriate. The internship would be ideally suited to students with a strong interest in public engagement and participation, and learning about government policy processes.

**Timing**

The timing of the internship will be agreed with the successful applicant.

**SG Analytical Sponsor:** Liz Hawkins  
**Enquiries to email:** [liz.hawkins@gov.scot](mailto:liz.hawkins@gov.scot)  
**Telephone:** 0131 244 7922

**Internship 28: Developing Scotland's First National Neurological Action Plan**

**Policy Context:**

The Health and Social Care Delivery Plan, Dec 2016, set out the Government's programme to further enhance health & social care services, through a health and social care system that is integrated, focussed on prevention, anticipation and self-management, and on care being provided to the highest standards of quality and safety, whatever the setting, with the person at the centre of all decisions.

We know that people with Neurological Conditions experience high levels of disability, are more likely to experience anxiety and / or depression, and less likely to be in full-time employment. We currently do not know how many people in Scotland are living with a neurological condition, or the combined cost of health and social care resources used. On 14 September 2017, the First Minister announced that government had started to develop Scotland's first national action plan on neurological conditions.

**Project details**

The intern would join the project team in developing the action plan with stakeholders from the neurological community, at a key point in the development of this work prior to a period of formal consultation in Summer 2018.

The project team will be working on a number of activities:

1. Analysis of themes from patient / service user engagement, to capture views on services, and priorities for change.
2. Review of NHS Scotland Information Services Division data, to ensure data presentation is accessible and consistent with the development of new quality standards and indicators for neurological conditions.
3. Analysis of survey responses from neurological services across all care sectors.
4. Interaction with Integrated Joint Boards to establish scope / potential for change in local service delivery.
5. Review of international models of neurological care / organisation of services .
6. Benchmarking the neurological workforce against population and services.
7. Internal consultation with other government directorates and divisions.

The intern would have the opportunity to work either within a single tightly defined area, relating to any of the above activities, or to work across activities, depending on the applicant's skill set and area of knowledge.

**Skills required**

A strong quantitative and qualitative analytical background in any social or health science, although an understanding of medical and social models of disability would be helpful.

Ability to communicate clearly and effectively as the post will involve working with NHS Boards and Scottish Government colleagues with a variety of backgrounds (e.g. service managers, policy makers, clinicians, IT, other analysts).

Report writing, including the ability to write for different audiences and in 'plain English'.



A flexible approach, and excellent analytical and reporting skills are more important than subject knowledge on neurological conditions.

**Timing**

Timings will be agreed with the successful applicant but ideally looking for someone to be in post as soon as feasible.

**SG Analytical Sponsor:** Iain MacAllister

**Enquiries to email:** [Colin.Urquhart@gov.scot](mailto:Colin.Urquhart@gov.scot)

**Telephone:** 0131 244 5839

**Internship 29: To explore the reported worsening of mental wellbeing in adolescent girls in Scotland, and develop policy options to address this**

**Policy Context:**

The Scottish Government's Mental Health Strategy 2017-2027 sets out our vision to improve mental health at a population level. It includes 40 specific actions covering – among other priorities - the importance of child and adolescent mental health, and of early intervention.

Recent national survey data (SALSUS, plus several other sources) have indicated a deteriorating mental wellbeing in adolescent girls when compared with other demographics. Reported self-harm is rising, as are referrals to child and adolescent mental health services.

The internship provides an opportunity to work with Scottish Government policy officials in Mental Health, Children and Families, Education, and Health and Social Care Analysis. These are high profile and important areas that will set a strategic context for years to come and make a real difference to the mental health of the people of Scotland.

**Project details**

The successful applicant will:

- Review available data sources covering the mental wellbeing and health of adolescent girls, and analyse these in the broader context of all young people.
- Review any relevant sources of data from other policy areas, such as education and public health.
- Consult with stakeholders as appropriate.
- Produce a report aligned to the main questions of the project:
  - Is the reported worsening of mental wellbeing and health in adolescent girls a true finding? How helpful are current data sources for monitoring this?
  - What specific aspects of mental wellbeing and health are worsening, and how is this manifesting?
  - Is there any connection with the likelihood of future mental disorder/ illness in the same population, and is this changing?
  - What are the known associations and what might be causative? In particular, is there evidence to suggest a connection to increased use of social media or increased pressure at school?
  - How could these causative connections be better researched in the future?
  - What additional survey questions could be asked in National surveys of young people to gain a better understanding of their mental wellbeing, and the causes?

**Skills required**

- The ability to quickly develop an understanding of the policy context of mental health, and in particular how this work relates to the aims and vision of the Mental Health Strategy 2017-27.
- The ability to analyse multiple data sources and use the conclusions from these to develop creative, innovative policy options.
- Strong communication skills are desirable as the post will involve working with NHS Boards and Scottish Government colleagues with a variety of backgrounds (e.g. service managers, policy makers, clinicians, IT, other analysts).
- Report-writing, including the ability to write for different audiences and in 'plain English'.

We are looking for a person who enjoys being part of a team, is flexible, and is comfortable working independently and in applying their research skills to new topics. Excellent analytical skills, and the ability to be creative in developing policy options, are more important than subject knowledge on mental health.

**Timing**

The timing of the internship will be agreed with the successful applicant.

**SG Sponsor:** Fran Warren (Health & Social Care Analysis) / Ally Winford (Mental Health Unit)

**Enquiries to email:** Dr John Mitchell, Principal Medical Officer, Scottish Government

[John.mitchell4@gov.scot](mailto:John.mitchell4@gov.scot)

**Telephone:** 0131 244 6930

**DIRECTORATE GENERAL:** Health and Social Care

**Directorate:** Population Health

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

### **Internship 30: Examining the effects of an aging population on population health measures from the Scottish Health Survey**

#### **Policy Context:**

The Scottish Health Survey (SHeS) is commissioned by the Scottish Government Health Directorates to provide reliable information on the health, and factors related to health, of people living in Scotland. The survey is used to monitor five of the Scottish Government's National Indicators and to evidence the development and monitoring of a wide range of government policies and strategies. The data is also widely used by health boards, local authorities, the third sector, researchers and academics.

Results for some measures gathered through SHeS, such as self-assessed health and physical activity levels, vary greatly by age. As such, changes to the age structure of the population are likely to affect the overall results for these measures.

Of particular importance is Scotland's ageing population. Older people score less well on many health measures. As the older population is projected to increase over time, this may lead overall results to worsen, masking other on-going changes to population health.

#### **Project details**

The aim of this project is to help inform interpretation of the survey estimates by examining the impact (and likely impact going forward) of changes to the age structure of the population over time.

The project will involve analysing trends from the Scottish Health Survey and projections of population change produced by National Records of Scotland.

The internship is placed within the Population Health team in the Health and Social Care Analysis Division. You will be working with the statisticians who manage the Scottish Health Survey.

#### **Skills required**

Strong analytical and report writing skills are required. Knowledge of SAS would be beneficial but not essential.

#### **Timing**

Ideally the internship would commence as soon as feasible but the timing can be agreed with the successful applicant.

**SG Analytical Sponsor:** Julie Landsberg

**Enquiries to email:** [julie.landsberg@gov.scot](mailto:julie.landsberg@gov.scot)

**Telephone:** 0131 244 2368

**Internship 31: Health Inequalities in Diabetes and Heart Disease – what does the evidence tell us?**

**Policy Context:**

Across the clinical priorities portfolio we hold policy for the delivery of health services for a wide range of long term health conditions, within specific policy for diabetes and heart disease we have identified the need to minimise the impact of health inequality in the delivery of services and to improve outcomes for people, with these conditions. In doing so we potentially support prevention of other secondary co-morbid conditions including stroke and cancer.

Attention is drawn through Parliament to the gap in outcomes including mortality between those in most and least deprived areas. In order to focus activity aimed at reducing the health inequality gap we seek to better understand the availability of data and evidence that relates to health inequality in these disease areas and research/analytical support in this area would therefore be welcomed to inform policy direction.

**Project details**

The project would include to scoping the current evidence base relevant to diabetes, heart disease and stroke in relation to health inequalities. This would be with a view to providing better understanding of the impact of health inequalities, to gain a clearer understanding of whether elements health inequality do or do not have a negative effect on health outcomes and if so which are the key elements to focus targeted activity. For example, evidence states that people from South African backgrounds have a significantly increased risk of diabetes at a lower threshold, however, a local review in NHS GGC indicated that in their locality this population achieved better control and management and were more engaged in services than British white population. That in this this local review those from deprived backgrounds had worse diabetes control, were less engaged and more likely to smoke and drink.

This is review covered one small area of Scottish diabetes population and does not completely follow the perceived pathway from stakeholder organisations. Greater intelligence on who and where health inequality impacts on health outcomes would significantly support policy development.

**Skills required**

Research and analytical skills will be essential to ascertain the available evidence base and link and interpret available data/evidence.

**Timing**

The timing of the internship will be agreed with the successful applicant.  
Early as possible.

**SG Analytical Sponsor:** Fiona MacDonald  
**Enquiries to email:** [Gillian.Gunn@gov.scot](mailto:Gillian.Gunn@gov.scot)  
**Telephone:** 0131 244 4095

**Internship 32: Good practice in shared decision-making and consent**

**Policy Context:**

**Consent and shared decision making**

The Scottish Government has long identified decision-making partnerships between clinicians and the people they are providing care for as a key priority area. Work to increase supported decision-making has gained impetus following the Supreme Court's landmark decision in the Montgomery case. This ruling endorsed a new test for consent, which requires healthcare professionals to take into account the person's individual circumstances and preferences when explaining a treatment.

The recent [Health and Social Care Delivery Plan](#) set out that people should be '**regularly involved in, and responsible for, their own health and wellbeing**'. It contains a commitment that the consent process will be reviewed in 2017 by the Scottish Government, General Medical Council and the Academy of Medical Royal College, to update advice to clinicians following the Montgomery Supreme Court judgement. A task and finish group is now working to update the guidance, emphasising core principles of sharing information and shared decision-making. As well as updating the guidance itself, a key focus of this review will be to develop supporting materials and tools to help embed the principles of the guidance into practice

**Realistic Medicine**

There is a growing recognition that supported decision-making leads to more effective healthcare. In her first annual report, *Realistic Medicine*, the Chief Medical Officer Catherine Calderwood sets out a new clinical paradigm, based on a 'realistic medicine' approach that will support people through informed, shared decision-making to better reflect their preferences and what matters most to them.

**Health literacy**

A key aspect of the work to improve supported decision-making is supporting people's skills, confidence, knowledge and understanding to be involved in decisions about their care and treatment. The Scottish Government has developed a national action plan [Making it easy: a Health Literacy Action Plan for Scotland](#) and a resource website, [The Health Literacy Place](#).

**SPSO Informed Consent report**

The SPSO published its [Informed Consent](#) report in February this year, following analysis of the complaints it investigated and the recommendations it made to NHS Boards over the last five years, which revealed that **inadequate medical consent was the most frequently recurring issue identified**, and continues to be a key theme in complaints. The SPSO used its findings to produce a self-assessment checklist, intended to support NHS Boards to evaluate whether their consent processes are suitably robust.

Other pieces of guidance that have recently been issued on this topic include:

- The Royal College of Surgeons' good practice guidance, [Consent: Supported decision-making – A guide to good practice](#)
- The Mental Welfare Commission's [Good Practice Guide: Supported Decision Making](#)

**Project details:**

This is an opportunity to work closely with Health Boards, a number of policy teams, clinicians and government analysts as they work to implement the recommendations relating to consent. The project will be focussed on better understanding the systems and processes that are currently used in consent, in order to share learning and best practice, as well as helping to inform improvement actions by NHS Boards. The internship would focus on reviewing existing guidance and improvement activity already underway, identifying any gaps, drawing up a questionnaire for Health Board Medical Directors based around the self-assessment questions in the SPSO report,

and producing a report of the findings which can be used to help develop specific implementation support plans linked with the outputs of the analysis.

The intern would be co-located with the Person-Centred and Quality Unit, part of the Planning and Quality Division, working with other Units within the Division including Openness and Learning and Clinical Priorities and with the office of the Chief Medical Officer. The Person-Centred and Quality Unit leads on a range of work to support people to engage meaningfully in the development and continuous improvement of healthcare services, to be equal partners in their care, and to live well, on their own terms, with whatever health conditions they have.

**Skills required:**

This project would suit someone who is keen to apply their skills to a practical project focused on policy implementation. Knowledge of the health and social care landscape would be useful but excellent analytical skills are more important than any prior subject knowledge. The following are required:

- Strong written and oral communication skills;
- Wide experience of the use of social research methods, including questionnaire design;
- An understanding of how to turn evidence requirements into clear and practical research and evaluation tools;
- An ability to analyse and synthesise varied data and evidence;
- An ability to work independently and flexibly as part of a team.

The project can be tailored to the skills of the applicant. Please detail the full range of your research and analytical skills in your application and indicate particular strengths.

**Timing:**

The timing of the internship will be agreed with the successful applicant.

**SG Analytical Sponsor:** Emma Milburn

**Enquiries to email:** Emma [Milburn@gov.scot](mailto:Milburn@gov.scot)

**Telephone:** 0131 244 5910

**Internship 33: The Carers (Scotland) Act: Analysis to support implementation**

**Policy Context:**

Carers are an integral part of society, caring for family, friends and neighbours. The Scottish Government recognises the valuable contribution that carers make in our communities and the need to support them further. The Carers (Scotland) Act was passed in February 2016 and will come into effect from 1 April 2018. The Act will make a meaningful difference to unpaid carers and contribute towards the improvement of their health and wellbeing, ensuring that they can continue to care, if they so wish, and to have a life alongside caring.

The Act is intended to support carers' health and wellbeing by introducing (amongst other things):

- a duty on local authorities to provide support to carers, based on the carer's identified needs which meet the local eligibility criteria.
- a specific Adult Carer Support Plan and Young Carer Statement to identify carers' needs and personal outcomes; and
- a requirement for each local authority to have its own information and advice service for carers which must provide information and advice on, amongst other things, emergency and future care planning, advocacy, income maximisation and carers' rights.

**Project details**

This is an opportunity to work closely with a busy policy team and government analysts as they prepare for the implementation of the 2016 Carers Act. On-going work includes a self-assessment readiness toolkit for integration authorities and the piloting of provisions of the Act in advance of implementation.

The project will be focused on analysing updated information provided from integration authorities about their preparations for implementation to help inform Scottish Government implementation support, sourcing good practice examples and drawing out learning (potentially in the form of case studies) that can be shared more widely. There will also be opportunities to get involved with the work of the Carers Act Monitoring and Evaluation Group and the wider analytical work to support carers policy.

**Skills required**

This project would suit someone who is keen to apply their skills to a practical project focused on policy implementation. Knowledge of the health and social care policy landscape would be useful but excellent analytical skills are more important than any prior subject knowledge. The following are required:

- Good written and oral communication skills;
- Knowledge of a range of research methods;
- An ability to analyse and synthesise varied data and evidence;
- An ability to provide clear and robust outputs that meet evidence requirements;
- An ability to work independently and flexibly as part of a team.

The project can be tailored to the skills of the applicant. Please detail the full range of your research and analytical skills in your application and indicate particular strengths.



**Timing**

The exact timing of the internship will be agreed with the successful applicant. In order to fit in with implementation timescales applicants should be able to start as soon as feasible.

**SG Analytical Sponsor:** Alix Rosenberg

**Enquiries to email:** [Alexandra.Rosenberg@gov.scot](mailto:Alexandra.Rosenberg@gov.scot)

**Telephone:** 0131 244 3769

**Internship 34: Improving the Evidence Base on Augmentative and Alternative Communication (AAC) in Scotland**

**Policy Context:**

- In March 2016, the Scottish Parliament passed Part 4 of the Health, (Tobacco, Nicotine etc. and Care) (Scotland) Act 2016 on the Provision of Communication Equipment and Support, which gives a statutory right to communication equipment and support in using that equipment for all children and adults across all age ranges and care groups, who have lost their voice or who have difficulty speaking.
- Communication equipment is one part of Augmentative and Alternative Communication (AAC). AAC is 'any method of communicating that supplements the ordinary methods of speech and handwriting, where these are impaired'<sup>5</sup>.
- In the United Kingdom, there are no specific prevalence data for people with communication difficulties who use AAC. The Royal College of Speech and Language Therapists (RCSLT) estimates that between 0.3% and 1.4% of the total population require the use of AAC although this is reported to be a conservative estimate<sup>6</sup>.
- Communication Matters estimated <sup>7</sup> in 2013 that just over 0.5% of the population could benefit from some type of AAC. This equates to 529 people per hundred thousand population. The research also estimated that approximately 0.05% of the UK population could benefit from powered communication aids yet average known use of 0.014% of population suggests that fewer than half of those who could benefit from powered aided communication have access to it. This is likely to be a low estimate given rapid advances in technology and changing demography.

Based on Scottish Population mid-year figures for 2016, 0.05% would indicate a population of 2,686 people in Scotland who may require high tech communication aids. There is a much larger population who use low tech communication aids. At present, there are no available data or systematic methods in place to capture population information to support future service planning and monitor progress on the implementation of the legislative duty.

**Project details**

This internship will help to develop a more detailed analytical understanding of the population of people who use Communication Equipment data by carrying out:

- Research and reporting on
  - who the population are that currently or could potentially benefit/use communication equipment in Scotland.
  - identify what systems, organisations, or datasets may provide direct or indirect information on the communication needs of people.
  - identify where that information is captured, by whom and to what outcome
  - build on existing evidence to inform the best means of future data capture.

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<sup>5</sup> A Right to Speak - <http://www.gov.scot/resource/0039/00394629.pdf>

<sup>6</sup> A Right to Speak - <http://www.gov.scot/resource/0039/00394629.pdf>

<sup>7</sup>

[http://www.communicationmatters.org.uk/sites/default/files/downloads/projects/aac\\_evidence\\_base/2013\\_Financial\\_Report\\_Press\\_Release\\_13-04-22.pdf](http://www.communicationmatters.org.uk/sites/default/files/downloads/projects/aac_evidence_base/2013_Financial_Report_Press_Release_13-04-22.pdf)

- Research and report on any good practice, UK wide or internationally in the following areas:
  - Identifying populations who use AAC
  - engaging with people who use AAC,
  - evaluating services for people who use AAC including service users views
- Analysis and report on extracted data from the Allied Health Professionals (AHP) National Survey of a sample population of Scottish patients seen by professionals. This resulted in 15,000 survey responses from a snapshot which took place between 15 – 30 May 2017. The analysis of data to be extracted ( support for this is in place), relates to the question in the survey “Do you have any communication support needs: Hearing; low vision; large print/easy read; interpreter; communication aid”.

The internship will involve quantitative and qualitative data analysis, as well as a consideration of the existing literature, and the presentation (writing-up) of the results and research in the form of a short report (max 30 pages) and summary 4 page briefing paper (written in plain English) for policy colleagues in the Assisted Communication Team and AAC stakeholders.

The project will offer the opportunity to work with both the policy team and professionals with expertise in AAC. Links are in place to those national leads responsible for the AHP Survey and the academics working in partnership with Scottish Government on this wider piece of work. Direct links to the Active and Independent Living Program Virtual Research Collaborative are in place.

### **Skills required**

- Good written and oral communication skills
- Literature searching and reviewing skills
- The ability to critically analyse and synthesise quantitative and qualitative research evidence
- Understanding and experience of analysing and reporting survey data
- The ability to communicate analysis in engaging and accessible ways
- An ability to work independently and flexibly as part of a team

### **Timing**

The timing of the internship will be agreed with the successful applicant.

**SG Analytical Sponsor:** Alix Rosenberg

**Enquiries to email:** [Alexandra.Rosenberg@gov.scot](mailto:Alexandra.Rosenberg@gov.scot) (Research) or [Jean.Alexander@gov.scot](mailto:Jean.Alexander@gov.scot) (AAC Operational Improvement Lead)

**Telephone:** Alix: 0131 244 3769 / Jean: 0131 2446922

**Internship 35: Autism Strategy – Data Project**

**Policy Context:**

The Scottish Government is committed to improving the lives of people with autism through the Scottish Strategy for Autism (2011-2021). The Strategy's focus is on outcomes aimed at ensuring people with autism live healthier lives, have choice and control over the services they use and receive the support they need to be independent and active citizens. The Scottish Government believes people with autism can and should be able to contribute to a fair, equal and prosperous Scotland.

We are currently refreshing the strategy to publish the strategy priorities we will be focussing on until 2021.

**Project details**

People with Autism are often invisible in health and social care data, However, there are a number of data sources in which autism is captured – where completeness and accuracy is unknown - for example CAMHS, Education Census; SDS Post 16 Data; Scotland's Census; MH Daybed Audit and Social Care Data on adults known to Social Care Services. However this information is not currently extracted or analysed for policy evidence. Given the refresh of the strategy it would be good timing to have the resource of an Intern to seek out data sources and analyse current autism data captured so policy has a better understanding of autism data available in order to inform future policy and planning purposes.

**Skills required**

- Analysis and Use of Evidence
- Improving Performance
- Communication and Engagement

**Timing**

The timing of the internship will be agreed with the successful applicant.

**SG Analytical Sponsor:** Julie Rintoul  
**Enquiries to email:** [Annette.Pyle@gov.scot](mailto:Annette.Pyle@gov.scot)  
**Telephone:** 0131 244 3214

**Internship 36: Practitioner Experiences of Mobile Working Technologies**

**Policy Context:**

Digital has a key enabling role in service transformation by equipping citizens and practitioners with alternative means of access to services, information and interaction. Primary Care Transformation, the new GP contract and wider health & social care integration will all require digital technologies to work in more efficient and integrated ways.

A new Digital Health & Care Strategy is being developed for launch in 2018 to reflect this landscape and drive forward key digital enablers across Scotland. Enabling practitioners to work seamlessly across multiple sites with real time information is one of the significant practical enablers to service transformation. The Primary Care Digital Fund 2016-18, via Primary Care Transformation monies, has enabled health boards and GP practices to extend and trial a range of mobile working solutions.

**Project details**

An Outcomes Based Evaluation model is being used to understand the impact of the total fund relative to the national Primary Care Outcomes; an Impact Chain has already been developed with stakeholders.

The evaluation model for Mobile Working will involve a quantitative analysis of Reach of the technologies and a qualitative Short Term Outcomes analysis to understand practitioner experiences of

- a) the impact of using the technology on their working processes and clinical practice.
- b) their experiences of the implementation of the technology

The Project for the Intern is to support the Short Term Outcomes analysis and will involve conducting interviews with practitioners from a defined number of health boards on their experiences and writing up the findings and making recommendations.

The quantitative Reach analysis should be near completion by the time the Intern starts, however some support to review this, from an independent perspective would be useful, and making any relevant connections between the analysis of Reach and Short Term Outcomes.

**Skills required**

- Interviewing Skills – active listening.
- Understanding of and interest in change issues; people issues and process change issues and interactions between both.
- Analytical skills – comparing findings to the Impact Chain and wider Outcomes as well as working with significant detail from the quantitative analysis.
- Organisational skills – planning the programme of work and working with our timeframe

**Timing**

The timing of the internship will be agreed with the successful applicant. It is anticipated to be March – May 2018 or as soon as feasible.

**Queries:** Justine Murray, Change Manager, Primary Care Digital, eHealth 07900 706894  
[justine.murray@gov.scot](mailto:justine.murray@gov.scot)

**SG Analytical Sponsor:** Fiona MacDonald

**Enquiries to email:** Justine Murray, Change Manager, Primary Care Digital, eHealth  
[justine.murray@gov.scot](mailto:justine.murray@gov.scot), **Telephone:** 07900 706894

**DIRECTORATE GENERAL: Health and Social Care**  
**Directorate: Population Health**  
**Division/Team: Active Scotland/Health and Social Care Analysis**

**Internship 37: Active Scotland Outcomes Framework: Evidence Portal**

### **Project details**

Unfortunately due to changed circumstances, this project has now been withdrawn.

**Internship 38: Transformational Change within the Scottish Prison Service**

**Policy Context**

It is now some 4 years since SPS published its Organisational Review which set out a revised operating philosophy and a radical transformational change agenda based on developing a person-centred, asset-based approach to those in custodial care; promoting individual agency and self-efficacy to realise potential; strengthening links into communities; supporting throughcare; and investing in staff to enable them to be effective change agents. SPS's Mission is to "provide services that help to transform the lives of people in our care so they can fulfil their potential and become responsible citizens".

**Project details**

The exact details of the internship will depend on the skills of the applicant and key policy developments at the time. The intern will have an opportunity to shape their own workload. The work will focus on providing a research and evidence base to support the implementation of SPS' continuing change agenda. There will be an opportunity to become involved in a variety of work-streams such as the Prisoner Survey; the Purposeful Activities Strategy; the Throughcare Support initiative; Offender Behaviour Programme evaluation; Performance Measurement and Benchmarking; SPS' Strategic Assessment exercise; the Population Management project; and general horizon scanning for international best practice in penal policy and practice.

The intern will:

- contribute to an approved programme of research and evaluation priorities;
- scan the domestic and international horizons and disseminate innovative thinking and best practice on, *inter alia*, penal philosophy, innovative practice, organisational performance, multi-agency collaborative working, offender case management, throughcare initiatives, criminal justice reforms, etc.;
- communicate relevant data analyses, performance information, evaluations and research based evidence to a range of public, academic, partner agency and parliamentary interests to influence and shape policy thinking.

**Skills required**

- Literature and information search and review skills;
- Good written and oral communication skills;
- Experience of the use of social research methods.

**Timing**

The timing of the internship can be agreed with the successful applicant.

**SG Analytical Sponsor:** Jim Carnie

**Enquiries to email:** [james.carnie@sps.pnn.gov.uk](mailto:james.carnie@sps.pnn.gov.uk)

**Telephone:** 0131 330 3766

**Internship 39: Sexual Offences Exploratory Study**

**Policy Context:**

The Scottish Sentencing Council is an independent advisory body, tasked with the creation of sentencing guidelines for Scottish criminal courts under the Criminal Justice and Licensing Scotland Act 2010. The Council's responsibilities include:

- preparing sentencing guidelines for the Scottish courts
- publishing guideline judgments issued by the Scottish courts
- publishing information about sentences imposed by the courts.

It also has powers to publish information about, and conduct research into, sentencing and to provide advice and guidance of a general nature on sentencing matters.

When carrying out its functions, the Council must seek to:

- promote consistency in sentencing practice
- assist the development of policy in relation to sentencing
- promote greater awareness and understanding of sentencing policy and practice.

The Council was established in 2015 and is chaired by Lady Dorrian, the Lord Justice Clerk. The full Council holds quarterly business meetings, and other workshops and visits on an ad hoc basis. The Council is supported by a small Secretariat based in Edinburgh. Remote working may be possible for this internship.

The Scottish Sentencing Council is currently undertaking initial scoping work on sexual offences, with a view to considering a potential guideline or guidelines in due course. This work is in the very early stages and this internship offers an opportunity to contribute to the Council's consideration of its approach in this area.

**Project details**

The exact scope and focus of the project will depend upon the skills of the successful applicant, but will involve exploring the current thinking and practice around the sentencing of sexual offences. The Secretariat will provide guidance on topics of interest to the Scottish Sentencing Council which you will be responsible for investigating. The Secretariat will provide support and assistance throughout, but you will be responsible for the project, including tailoring methodological approaches to take best advantage of your skill set while still addressing core research questions. Your work may include:

- data exploration and analysis of sentencing data, including liaising with other criminal justice organisations to negotiate access to data
- desk based research on existing literature
- desk based research exploring the legislative context of sexual offences sentencing
- observational studies of sentencing of sexual offending in court
- providing briefing and support to a stakeholder event on sexual offending

You may also be asked to provide research support on other topics which the Council is currently working on, including supporting the death by driving research project and work on environmental and wildlife crime. If the focus of the project changes, this will be discussed in advance with the successful candidate.



Applicants should be aware that descriptions of sexual offending can be disturbing. Full pastoral support will be provided to any successful application.

### Expected Outcome

You will produce a report on the outcomes of your research, detailing emergent themes and providing clear advice and guidance on areas of interest to the Scottish Sentencing Council. You will attend a meeting of the Research Committee and the subsequent full Scottish Sentencing Council meeting to present your findings and participate in a question and answer session.

### Responsibilities

Office support will be provided in Parliament House, Edinburgh, if required.

You will be working alongside the Scottish Sentencing Council Secretariat, consisting of the Secretary to the Council, the Principal Research Officer, the Principal Legal Officer, a Policy Officer, a Communications Officer and an Administrative Officer. You will also work with members of the Scottish Sentencing Council, including presenting your findings at a full Council meeting. You may have the opportunity to assist with other pieces of research during the lifespan of the project. You will be line managed on a day to day basis by the Principal Research Officer, who will also provide professional support and advice. Depending on your skill set, you may also work closely with the Principal Legal Officer.

### **Skills required**

A broad mix of research skills is essential for this internship. Good communication skills, both written and oral, are desirable as you will need to summarise your findings for the Scottish Sentencing Council. Direct experience of qualitative research is desirable as is direct experience of descriptive statistics. An understanding of legal systems, social policy or criminal justice would be beneficial but not essential.

### **Timing**

The timing of the internship will be agreed with the successful applicant, but an April start date would be preferred.

**SG Analytical Sponsor:** Andrew Bell

**Enquiries to email:** [abell@scotcourts.gov.uk](mailto:abell@scotcourts.gov.uk)

**Telephone:** 0131 240 6824 (Mon-Wed) 01875 321184 (Thur-Fri)

**Internship 40: Death by Driving Exploratory Study**

**Policy Context:**

The Scottish Sentencing Council is an independent advisory body, tasked with the creation of sentencing guidelines for Scottish criminal courts under the Criminal Justice and Licensing Scotland Act 2010. The Council's responsibilities include:

- preparing sentencing guidelines for the Scottish courts
- publishing guideline judgments issued by the Scottish courts
- publishing information about sentences imposed by the courts.

It also has powers to publish information about, and conduct research into, sentencing and to provide advice and guidance of a general nature on sentencing matters.

When carrying out its functions, the Council must seek to:

- promote consistency in sentencing practice
- assist the development of policy in relation to sentencing
- promote greater awareness and understanding of sentencing policy and practice.

The Council was established in 2015 and is chaired by Lady Dorrian, the Lord Justice Clerk. The full Council holds quarterly business meetings, and other workshops and visits on an ad hoc basis. The Council is supported by a small Secretariat based in Edinburgh. Remote working may be possible for this internship.

The Scottish Sentencing Council is currently carrying out preparatory work to inform its first offence specific guidelines, with these guidelines likely to be submitted to the High Court in 2020. This work is in the early stages and this internship offers an opportunity to influence the Council's approach in this area.

**Project details**

The exact scope and focus of the project will depend upon the timing of the placement, but it is likely that you will undertake an exploratory study of current sentencing practice around death by driving cases (causing death by careless driving and causing death by dangerous driving). The Secretariat will provide guidance on topics of interest to the Scottish Sentencing Council which you will be responsible for investigating. The Secretariat will provide support and assistance throughout, but you will be responsible for the project, including tailoring methodological approaches to take best advantage of your skill set while still addressing core research questions. Your work may include:

- in-depth interviews with members of the judiciary
- focus groups exploring judicial attitudes to death by driving
- data exploration and analysis of sentencing data, including liaising with other criminal justice organisations to negotiate access to data
- desk based research on existing literature
- desk based research on public perceptions as expressed through social media
- desk based research on the potential impacts of recent UK government proposals to raise the maximum sentences for certain death by driving offences

You may also be asked to provide research support on other topics which the Council is currently working on, including environmental and wildlife crime research project and initial exploratory work

on sexual offences. If the focus of the project changes, this will be discussed in advance with the successful candidate.

### Expected Outcome

You will produce a report on the outcomes of your research, detailing emergent themes and providing clear advice and guidance on areas of interest to the Scottish Sentencing Council. You will attend a meeting of the Research Committee and the subsequent full Scottish Sentencing Council meeting to present your findings and participate in a question and answer session.

### Responsibilities

Office support will be provided in Parliament House, Edinburgh, if required.

You will be working alongside the Scottish Sentencing Council Secretariat, consisting of the Secretary to the Council, the Principal Research Officer, the Principal Legal Officer, a Policy Officer, a Communications Officer and an Administrative Officer. You will also work with members of the Scottish Sentencing Council, including presenting your findings at a full Council meeting. You may have the opportunity to assist with other pieces of research during the lifespan of the project. You will be line managed on a day to day basis by the Principal Research Officer, who will also provide professional support and advice.

### **Skills required**

A broad mix of research skills is essential for this internship. Good communication skills, both written and oral, are desirable as you will need to summarise your findings for the Scottish Sentencing Council. Direct experience of qualitative research is desirable as is direct experience of descriptive statistics. An understanding of legal systems, social policy or criminal justice would be beneficial but not essential.

### **Timing**

The timing of the internship will be agreed with the successful applicant.

**SG Analytical Sponsor:** Andrew Bell

**Enquiries to email:** [abell@scotcourts.gov.uk](mailto:abell@scotcourts.gov.uk)

**Telephone:** 0131 240 6824 (Mon-Wed) 01875 321184 (Thur-Fri)

## POOL APPLICATIONS

### Internship: Pool Applications

#### **Policy Context:**

The Scottish Government is always in the position of having to respond to changing demands and emerging events. As a result it is frequently the case that new opportunities for internships arise between the time when the call for projects closes and the appointment of interns. It is not possible to advertise these opportunities, but as and when they arise we like to be able to place interns into these exciting or fast-moving areas.

#### **Project details:**

Interns who are prepared to apply for the pool can be offered placements and projects in any area of the Scottish Government for which their skill set is relevant. Some of these may include unfilled projects that have been advertised above in the general advertisement, but others will be new or substantially changed projects where new demands for analysis are only beginning to be identified.

The intern will usually supported by a senior social researcher and/or economic advisor who will help and guide with project planning and management.

There will be opportunities for the intern to present their work within the Scottish Government if desired.

#### **Skills required:**

For pool placements we will look to match skills interns have identified with new placement opportunities. It is therefore really important that interns explain what their core skills are – whether those skills are qualitative/quantitative and/or economic or social. On top of that we will always need people who are/have:

- Strong organisational skills and self-motivated
- Excellent communication skills
- Critical thinking/analysis

#### **Timing:**

The timing of the internship will be agreed with the successful applicant.

#### **Queries:**

**SG Analytical Sponsor:** co-ordinated by the Office of the Chief Researcher

**Enquiries to email:** [Enquiries.SG-SGSSS.interns@gov.scot](mailto:Enquiries.SG-SGSSS.interns@gov.scot)