

# Delivering for Excellence

## Researcher, Environment, Rural, Constitution and International Unit

The Scottish Parliament is a values-led organisation which means our values (Stewardship, Excellence, Inclusiveness, and Respect) are at the centre of everything we do. These values are embedded in this role.

### Stewardship

Focusing on the longer term to ensure we are leaving things better than we found them and putting our shared interests ahead of any individual or team.

Your main responsibilities will involve:

- Contributing to the continuous improvement of the research and information services that SPICe provides to Members, parliamentary committees and to the staff of the Parliament.
- Using your research skills, working to help the Parliament achieve its corporate objectives, including improving the quality and effectiveness of scrutiny.

And in delivering these you will have:

- A good understanding of current political issues arising from the UK's departure from the EU, the operation of the devolution settlement and other constitutional issues.
- The ability to operate in a fluid political environment to contribute to impartial and impactful research to MSPs, Committees and parliamentary officials.
- A commitment to producing high quality research and analysis.

### Excellence

Taking care to enhance our reputation in everything we do. Using our skills and resources efficiently and effectively to deliver high-quality sustainable results.

Your main responsibilities will involve:

- Delivering high quality research and analysis primarily across subject areas covered by the Environment, Rural, Constitution and International Unit in SPICe.
- Contributing to high quality briefing material, in both detailed briefings and blog articles, in anticipation of parliamentary business.
- Assisting Senior Researchers in situations where there is incomplete information and an innovative and robust approach is required.

And in delivering these you will have:

- Experience of working in a research or policy environment, knowledge of current research methods, and the ability to analyse and distil large amounts of complex information.
- Good organisational skills including the ability to prioritise and meet competing deadlines across many different work streams.
- The ability to communicate complex issues with brevity, accuracy and impartiality, including the ability to produce comprehensive and clearly written briefings in an accessible format.

## Respect

Appreciating difference, building cohesive teams and fostering the values and experiences of diversity.

Your main responsibilities will involve:

- Establishing effective relationships to enable you to work closely with colleagues to deliver high quality services.
- Working within the values of the Parliamentary Service and contributing to an inclusive working environment.

And in delivering these you will have:

- Well-developed interpersonal skills and the ability to build relationships with colleagues at all levels through open communication.
- A commitment to equality, diversity and tackling exclusion including showing respect for colleagues' expertise, skills, experience and knowledge and valuing their strengths and contribution to the work of the Parliament.

## Inclusiveness

Understanding the big picture and seeking out alternative perspectives. Every colleague feels they can make a valued contribution and deliver their best work.

Your main responsibilities will involve:

- Contributing to SPICe work in representing the Parliament at external events and networks to increase the visibility and profile of SPICe and our work.
- Contributing to assigned office wide or corporate responsibilities.

And in delivering these you will have:

- A record of working collaboratively with others, and a willingness to share knowledge and information to improve SPICe services.
- The ability to develop and enhance strong internal and external relationships, with our client groups and others.
- A proactive and flexible approach to work including the ability to work effectively in a team and on your own initiative.