



Job Vacancy

Post Title:	Research Assistant
Location:	Ghana National Association of the Deaf (GNAD), with travel within Ghana as required
Contract:	Fixed term (12 months) FULL TIME
Starting	1 st June 2026
Accountable to:	Principal Investigator, UWE Bristol, UK Executive Director, GNAD

Job context

This role supports a deaf-led, participatory research project piloting and expanding the Deaf Legal Theory (DLT) model in Ghana. The project explores how deaf people in Ghana experience law, rights, and legal systems, and how these experiences can inform advocacy and policy work locally and internationally.

The Research Assistant will play a central role in community engagement, data collection, and workshop facilitation, working closely with the Principal Investigator, GNAD and deaf participants.

Job purpose

To conduct research individually or as part of a research team in order to achieve research outcomes which meet the objectives of the project/school/college.

Principal accountabilities

1. Community engagement and recruitment
 - Work with GNAD to identify and recruit deaf participants from diverse backgrounds
 - Support communication with participants before, during, and after interviews and workshops
 - Ensure participants understand the purpose of the research and their rights as participants
2. Stage 1 interviews (individual interviews)
 - Conduct one-to-one interviews with deaf participants using Ghanaian Sign Language (GSL)
 - Use the agreed interview guide to explore lived experiences of law, rights, and

barriers in Ghana

- Support video recording of interviews and ensure informed consent is properly documented
- Keep clear, organised records of interviews and consent forms

3. Stage 2 workshops (group workshops)

- Co-facilitate a series of structured participatory workshops with different groups of deaf participants
- Support the delivery of workshop methods
- Assist with practical arrangements (venue, materials, accessibility, timing)
- Help ensure workshops are inclusive, respectful, and accessible to participants with different educational backgrounds
- Support video recording, note-taking, and collection of workshop outputs (photos of boards, tallies, notes)

4. Data management and research support

- Organise interview and workshop data securely, in line with ethical requirements
- Contribute contextual insights to help interpret findings from a Ghanaian deaf perspective
- Support the research team in identifying emerging themes from interviews and workshops

5. Collaboration and communication

- Act as a key link between GNAD, deaf participants, and the Principal Investigator
- Participate in regular project meetings (online or in person)
- Provide feedback on how research materials and activities can be adapted for cultural and linguistic relevance in Ghana
- Support dissemination activities locally where appropriate (e.g. GNAD meetings, community feedback sessions)

Person specification

Qualifications/Professional membership

Essential

- Deaf person with strong links to Ghanaian deaf communities
- Experience working with deaf organisations, NGOs, advocacy groups, or community initiatives in Ghana
- Commitment to deaf-led, participatory approaches to research and community engagement

Desirable

- Formal or informal training in research, community consultation, advocacy, or related fields
- Experience working on funded projects with national or international partners

Knowledge/Skills/Experience

Essential

- A Master's level qualification
- Fluent in Ghanaian Sign Language (GSL)
- Able to communicate confidently in International Sign (IS)
- Ability to communicate clearly with deaf people from diverse educational backgrounds
- Good written English skills

Desirable

Language and communication

- Fluent in Ghanaian Sign Language (GSL)
- Able to communicate confidently in International Sign (IS) for international collaboration
- Ability to communicate clearly with deaf people from diverse educational backgrounds
- Basic written English skills to support communication with the wider research team (desirable)

Research and project skills

- Understanding of how to support research or community-based projects using appropriate methods
- Ability to follow structured research tools (e.g. interview guides, workshop plans) and adapt them sensitively in practice
- Experience contributing to the collection, organisation, and interpretation of qualitative data, such as stories, discussions, or group feedback
- Awareness of ethical issues in research, including informed consent, confidentiality, and respectful engagement

Facilitation and engagement

- Experience facilitating or supporting one-to-one conversations and group discussions or workshops
- Ability to support participatory activities such as storytelling, prioritisation exercises, and group reflection
- Confidence working with participants with little or no formal education, as well as professionals and leaders

Analysis and reflection

- Ability to identify key themes and priorities emerging from interviews and workshops
- Capacity to reflect on how local experiences relate to broader legal, social, or advocacy frameworks

- Willingness to contribute insights that help refine and adapt the Deaf Legal Theory model for the Ghanaian context

Working relationships and organisation

- Ability to build effective working relationships with GNAD colleagues, deaf community participants, international project partners
- Able to manage own workload, keep clear records, and meet agreed deadlines
- Willingness to participate in regular project meetings conducted in International Sign

Application process

To apply for this position, please submit your Curriculum Vitae (CV) and a cover letter to the email address: gnadeaf@yahoo.com . Ensure that your CV and cover letter demonstrate how you meet the role's experiences, skills, and qualification requirements.

Please include three referees in your application, comprising one recent reference from within the last 1 to 2 years, and two references from professional contacts who can speak to your skills and qualifications.

For applicants with proven knowledge of Sign Language, an advantage (though not a requirement) would be a short statement in GSL and/or IS about your experience in research (maximum of 2 minutes), uploaded to Vimeo or YouTube with the appropriate link.

Please ensure that all application materials are written in English. Shortlisted candidates are expected to attend in-person interview in April with the Principal Investigator and GNAD Team.

The deadline for submission of applications is 31 March 2026.

End