



VACANCY

Researchers

£23,000 - £34,000 depending on skills and experience

We are looking for talented researchers to join our team based in Brighton.

If you would like to be at the forefront of social research and help influence government policy and employer practice, and you feel you have the skills to match what we are looking for, then we would welcome your application.

The Institute

The Institute for Employment Studies (IES) is a leading independent centre for research and evidence-based consultancy. IES can provide you with an unparalleled opportunity in Brighton to get involved in the forefront of social research to help bring about sustainable improvements in employment and education policy as well as human resource management.

We work closely with government departments, agencies, professional and employee bodies, and employers. We are a registered charity, with over 40 multidisciplinary staff, plus UK and international associates.

For more information on the work that we do and clients we work with, please visit <https://www.employment-studies.co.uk/>.

The role

Becoming a researcher at IES will offer you the opportunity to:

- apply a wide range of research methodologies to a high standard across a diverse range of subject areas focused on employment, education and labour market issues;
- synthesise your research findings in a variety of formats (reports, summaries, briefings);
- develop your understanding and knowledge of major aspects of UK or European employment and education policy, or of HR practice and management; and
- contribute to developing and preparing project proposals and research designs.

Projects are usually carried out by multidisciplinary teams, and can involve travel throughout the UK, and sometimes overseas.

What we are looking for

We are looking for competent and talented researchers who have the following:

- A real interest in employment and education policy or HR issues.
- A good understanding of practical research methods, and the ability to use a range of research techniques at a high standard.
- Experience and knowledge of using qualitative and quantitative approaches in research.
- Good numeracy skills, with some understanding of statistics and experience of handling quantitative data.
- Clear and accurate written and verbal communication.
- The ability to juggle priorities and work to tight deadlines.
- Excellent organisational skills and the ability to prioritise their own work.
- Able to work in multiple teams across a number of disciplines.
- Either:
 - a higher degree in a social science discipline with evidence of significant understanding of UK employment policy and interest in labour market/employment/HR issues.

OR

- an undergraduate degree with significant relevant work experience (at least 12 months) in applied social or economic research.

In particular, we are looking for someone who has experience in using statistical software such as SPSS or Stata to conduct multi-variate analysis.

To be appointed as a more senior researcher, we would expect the successful candidate(s) to have worked for at least one year in applied social research. We would also expect to see prior experience of managing small- or medium-sized projects, using a wide range of research methodologies to a high standard, and writing and disseminating research findings effectively to a wide range of audiences.

What we can offer you

Comprehensive financial and non-financial rewards and benefits

Our researcher scale currently runs from £23,534 to £34,108.

Research Officer: £23,534 - £26,193

Research Fellow: £27,767 - £34,108

Appointments are expected to be made at the lower end of the scale to allow for development and progression in the role. However, the starting salary will depend on the expertise and experience the successful candidate brings to the job.

In addition, we offer:

- A contributory career-average defined benefit pension scheme (USS), to which IES pays a monthly contribution of 18 per cent of basic salary and you pay 8 per cent.
- 27 days' holiday per year for full-time staff, plus bank holidays and four Institute closure days.
- Support to disseminate your research, build your external reputation and expand your knowledge through working with our expert staff.
- Regular meetings with your line manager to support your performance and development.
- Tailored training and development dependent on individual needs.
- A comprehensive induction programme with a 'buddy'.

The post will be based at IES' head office in central Brighton. We offer a friendly workplace culture and have an active social committee. Brighton and the surrounding areas offer a superb location in which to live with easy access to the sea, countryside, and plenty of culture and nightlife. Brighton is close to Gatwick airport (30 mins), London (1 hour) and France (2.5 hours).

The Institute for Employment Studies is a registered charity (no. 258390). IES seeks to be an equal opportunities employer.

How to apply

Please apply on a standard IES application form. CVs will not be considered. You can download an application form on the vacancy page of the IES website, found here: <http://www.employment-studies.co.uk/vacancies/>. Please return a completed form to:

careers@employment-studies.co.uk or post to Careers, IES, City Gate, 185 Dyke Road, Brighton BN3 1TL (Telephone: 01273 763421)

Closing date for applications: **midday, Monday, 19 November, 2018**

If you wish to have an informal discussion about any of these posts prior to submitting your application please contact Catriona Homer, HR Manager, on 01273 763421.

Current British and European law states that we cannot employ a person aged 16 or over who does not have permission to live and work in the UK. You should make yourself aware of how immigration laws apply to your situation before applying for any jobs (see Home Office UK Border Agency website). Appointments will be subject to a report from the Disclosure and Barring Service (DBS) or Disclosure Scotland.

The Institute for Employment Studies is committed to equality of opportunity and we encourage diversity in the workplace.

We are unable to apply for work permits/tier applications until all our options for sourcing a recruit from European Economic Area/European Union (EEA/EU) countries have been eliminated. This effectively means that we are very unlikely to apply for a work permit/tier applications unless a candidate has rare skills, which we cannot source from within the EU/EEA.