



VACANCY

Principal Research Fellow – impact evaluation

£52,000 - £60,000 depending on skills and experience

We are recruiting to a key role of Principal Research Fellow for impact evaluation. This is an exciting opportunity to be at the forefront of economic and social research and help make a real difference to public policy and employer practice.

The Institute

The Institute for Employment Studies (IES) is a leading independent centre for research and evidence-based consultancy. We can provide you with an unparalleled opportunity to be involved at the forefront of social research to help improve public policy, employment and human resource management.

We work closely with government departments, agencies, professional bodies and employers, with an emphasis on applied research and related consultancy. This ranges from major empirical investigations, through focused policy or HR management evaluations to advice on policy formation and implementation. Projects and assignments may last from a few weeks to major research programmes spanning several years.

We are a registered charity, with around 50 multidisciplinary staff plus UK and international associates. Our values infuse our work. We strive for excellence, to be collaborative, and to bring curiosity to what we do. We work with integrity and treat people respectfully and with compassion. For more information on the work that we do and clients we work with, please visit <https://www.employment-studies.co.uk/>.

The role

We are recruiting for a new Principal Research Fellow to lead our impact and economic evaluation and research work. This is a key, senior role within IES: leading our economics and statistics team; leading on design and delivery of quantitative research and evaluation; supporting new business development; and contributing to the overall management of the Institute.

The role has a particular focus on impact evaluation. This includes: the design of robust, counterfactual and economic methodologies; advising on relevant data sources, methods and metrics; the analysis of data from survey and administrative sources to estimate the causal impact of public policy/ workplace changes and their associated costs and

benefits; and helping to secure new projects and income in these areas. Typically, projects estimate the effectiveness of programmes designed to overcome barriers to labour market participation or performance, to reduce inequalities in education, and/ or to improve prosperity and wellbeing.

In particular, the role involves:

- Leading the design and delivery of applied econometric and research projects, to agreed quality standards and budgets, and with a particular focus on impact evaluation.
- Leading a dedicated economics function within IES (four full-time equivalent staff including this post) and supporting their professional development in economic research, statistical analysis, econometrics and programming.
- Working with colleagues across the Institute to identify and secure new opportunities and funding for applied research projects, typically from funders in local and central government, employer bodies and charitable foundations.
- Contributing to the management of IES – including through membership of a wider organisational management group; and by supporting the development and use of quantitative skills across the wider Institute.
- Developing and maintaining effective links with key stakeholders within the analytical and research community – including government, academia, trade/ professional bodies and think tanks.
- Quality assuring and peer reviewing key analytical and quantitative outputs, ensuring that these are presented in the most accessible, non-technical, comprehensive and engaging way for non-expert audiences.
- Supporting and promoting evidence-based policy and practice and our mission of achieving sustainable improvements in public policy and HR management – including through presentations and events, public platforms and written outputs.

What we are looking for

The successful candidate will be a highly skilled quantitative researcher, with a strong understanding of applied econometric research methods and a track record of using these to design, lead and deliver impact and economic research and evaluations to a high standard. In addition, successful candidates will possess the following:

- Excellent academic qualifications in economics or empirical social sciences (preferably at Masters level or higher).
- Statistical/ econometric knowledge and programming skills, including experience of using Stata syntax to work with a range of quantitative datasets. Experience in manipulating large-scale education and/or labour market administrative datasets, and having experience in using other data analysis software such as SPSS and R.

- Experience of designing and leading projects that use the conceptual framework of applied econometrics and quantitative research, ideally in an applied research environment, and delivering projects to high standards, time and budgets.
- Understanding of other forms of evaluation and the value of mixed methods approaches.
- The skills and expertise to develop new project ideas, identify and secure funding, and successfully bid for commissioned research.
- Experience in managing and supporting the professional development of economists, ideally including supporting the development of applied econometric skills.
- Good self-organisational and presentational skills, with the ability to lead projects and to work well with clients and as part of a team.
- Excellent written and verbal communication skills, with the ability to convey complex concepts and findings accessibly to a variety of different audiences, including policymakers, the media and the wider public.
- A good understanding of UK employment and social policy and related research evidence, and an appetite to make a difference to public policy and workplace practice.

What we can offer you

Comprehensive financial and non-financial rewards and benefits

Salary will be within a range of £51,882 to £59,974. The starting salary will depend on the expertise and experience that 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 21.6 per cent of basic salary and you pay 9.8 per cent.
- 27 days' holiday per year for full-time staff, plus bank holidays and four Institute closure days. An additional two days annual leave are awarded after five years' service.
- An employee assistance programme and occupational health support.
- Support to disseminate your research, build your external reputation and expand your knowledge through working with our expert staff.
- Regular meetings with a dedicated line manager to support your performance and help your development, based on a structured appraisal system.
- Flexible working arrangements that can be agreed to help you balance work commitments with your life outside of it.
- An annual salary supplement scheme, where half of any financial surplus generated by the Institute is shared equally between all staff. (The supplement for the completed

2021/22 financial year is likely to be around £1,300 per person on a full time equivalent basis.)

- If required, a contribution towards costs of relocation can also be considered.

IES is based in Brighton. However, most of our team works in a hybrid way and we are happy to consider applications from across the UK. We also intend to have a London workspace later this year. We would expect the postholder to be prepared to travel to Brighton or London for group meetings on occasion.

We offer a friendly and supportive workplace culture – in person and virtually – and have an active social committee. Brighton and the surrounding areas offer a superb location in which to live (if you did want to move here) 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 an Investor in People and a registered charity (no. 258390). IES strives to be an equal opportunities employer.

How to apply

Please apply on the 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 763456)

Closing date for applications: **5pm on Tuesday 21 June 2022**

If you wish to have an informal discussion about this post prior to submitting your application please contact Tony Wilson, Institute Director, on tony.wilson@employment-studies.co.uk.

The Institute for Employment Studies is actively seeking to improve the diversity of our workforce and welcomes applications from all under-represented communities and groups. We are particularly keen to attract candidates from ethnic minority groups given their under-representation within economics and the policy making sector. We are also a Disability Confident Employer and are happy to make reasonable adjustments to accommodate the individual requirements of candidates with disabilities.