



Principal Research Consultant, HR/Workforce Research and Consulting

We are seeking to appoint a new Principal Researcher/Consultant to help lead some of our people management and workforce research and consulting projects. This is an exciting opportunity to play a leading role in shaping future people management policy and practice and make a real impact on the future of work.

The Institute

The Institute for Employment Studies (IES) is an independent, apolitical, centre of research and consultancy in employment policy and human resource issues. We work closely with employers in the manufacturing, service and public sectors, government departments, agencies, and professional and employee bodies. Based in Brighton, the Institute is a not-for-profit organisation (company limited by guarantee) and a registered charity with around 50 multidisciplinary staff. Our turnover is in the region of £3 million a year.

Job Description

Our Principal Researchers/Consultants play a key role in leading research and consulting projects, supporting new business development, contributing to Institute management, supporting the professional development of their colleagues, and providing thought leadership on people management practice.

This specific role will be responsible for working on people management, organisational and workforce issues, with the post holder specifically responsible for:

- Contributing to the achievement of income targets including by: taking responsibility for income generation in a key market, work area, or sector; contributing to annual business planning including leading on implementing the business plan in their chosen work area; building strong relationships with potential funders and partners; identifying and developing new funding opportunities; and bidding for and winning tendered work.
- Effective project and programme delivery including: contributing to a wide range of people management and workforce research and consulting projects; leading and managing significant research and consulting projects to high standards and the satisfaction of clients – including directing and designing projects, client management, quality assurance of projects outputs.

- Contributes to the external profile of IES including by providing thought leadership on people management/workforce issues and trends; developing and maintaining a significant external profile in chosen work area(s) through publications, blogs, social media and speaking engagements; proactively represents the full range of IES' work.
- Supporting delivery of the HR Network – working with the HR Network manager and the Director of HR Consulting and Research, this will involve providing research and consulting support to organisations that are members of our HR Network; supporting the growth of the Network; and acting as an account manager for some of our Network members.
- Contributes to the management and development of the HR research and consulting team and wider institute by: supporting the professional development of more junior colleagues; sharing expertise internally and building the capability of the team and institute; making an active contribution to team and market meetings; line managing colleagues; working effectively and collaboratively with IES associates; active participation in the Institute's operational management group
- Monitoring market trends and developing and maintaining effective links with key stakeholders within the sector including: understanding and keeping up-to-date with key issues and trends in people management practice/chosen work area, and able to focus IES work on those issues/trends; developing and maintaining an active network of relationships with employers, employer and sectoral bodies, professional and employee representative bodies, relevant government and other public bodies, funding organisations and media (including sector press)

Person Specification

The essential requirements are:

Applied research and/ or consulting skills.

- Strong applied People Management research and/ or consulting credentials, with a track record of leading and delivering research and/ or consultancy focused on people management and workforce issues.

Expertise in People Management research or consulting

- A good understanding of current People Management issues and challenges; and of needs of employers, employer bodies and wider stakeholders including government,
- Expertise in one or more of the substantive areas of work that the Institute specialises in e.g. health and wellbeing; workforce planning and future of work; leadership and management; employee engagement
- A relevant qualification / degree such as CIPD or Occupational Psychology.

Management skills

- Experience of line management and supporting the professional development of colleagues,
- Ideally, experience of contributing to the development and management of teams, including supporting continuous improvement.

Stakeholder engagement and partnership working

- The ability to build productive relationships with a wide range of stakeholders which may include employers, employer bodies and government departments,
- Experience of: developing funding relationships, identifying and securing partnership opportunities, and/ or successfully bidding for and winning projects,
- The ability to represent the Institute and build its external profile, with a proven track record in disseminating insight through the media and publications.

What we offer you

- Salary is between £54,700 and £62,800 FTE depending on skills and experience

In addition, we offer:

- a salary supplement, depending on the Institute's financial performance;
- 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 staff pay 9.8 per cent;
- 27 days' annual leave plus four Christmas closure days and bank holidays;
- An employee assistance programme and occupational health support.

IES is based in Brighton. However most of our colleagues work in a hybrid way and we are happy to consider applications from elsewhere in the UK provided you can attend regular team events.

We support flexible working, and so would be happy to consider applications from candidates seeking to work flexibly or part-time.

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

Our research and practice are guided by our values and our staff act in accordance with these. Our values centre on: respecting others, acting with integrity, collaboration, curiosity, excellence and compassion.

How to apply

Candidates should submit a full CV with a covering letter explaining their interest in the post and highlighting how they meet the criteria. Please also complete an Equal Opportunities Monitoring Form which can be downloaded from the vacancy page of the IES website, found here: <http://www.employment-studies.co.uk/vacancies>.

Please return your CV, covering letter and equal opportunities monitoring form to: careers@employment-studies.co.uk or post to Careers, IES, City Gate, 185 Dyke Road, Brighton BN3 1TL (Telephone: 01273 763456).

Application closing date: **Wednesday 17th May 2023, midday**

Because of the nature of our work, appointments will be subject to a report from the Disclosure and Barring Service (DBS) or Disclosure Scotland.

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 ethnic minority candidates given their under-representation within applied social research. We are a Disability Confident Employer and are happy to make reasonable adjustments to accommodate the individual requirements of candidates with disabilities.

The Institute for Employment Studies encourages career development at all ages. Join us and work for an employer that values your experience. #AgeFriendlyEmployer

We are committed to supporting our staff at every stage of their career. That's why we have signed up to the Menopause Workplace Pledge. Find out more about this campaign from the charity [Wellbeing of Women](#).



We're an
**Age-friendly
Employer**

