

# Principal Research Consultant, HR Research and Consulting

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We are seeking to appoint a new Principal Consultant to help lead some of our HR management and employer-facing projects. This is an exciting opportunity to play a leading role in shaping future HR policy and practice and make a real impact on the future of work.

## Job Description

Our Principal 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 HR management, employer and workforce issues, with the post holder specifically responsible for:

- Leading and managing a work programme of research and consulting projects, to high standards and the satisfaction of clients – including directing and designing projects, client management, quality assurance of projects outputs, and contributing to the delivery of research and consultancy assignments. Clients are typically employers, employer bodies and government agencies and departments; with projects delivering expert insight and research in topics such as workplace health and wellbeing; leadership and management; hybrid working; diversity and inclusion and pay and reward.
- 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, as well as supporting the growth of the Network.
- Contributing to the achievement of income targets, including by: building strong relationships with potential funders; identifying and developing new funding opportunities; and bidding for and winning tendered work.
- Contributing to the management of IES, our HR research and consulting team and our associate network – this will include participating in team and HR market meetings, line managing colleagues / associates, and supporting professional development and continuous improvement.

- Providing thought leadership on HR issues and trends – drawing together our evidence-based research and employer insights, and communicating through our own publications, blogs, sector press and wider opportunities
- Developing and maintaining effective links with key stakeholders within the sector – including employers, employer and sectoral bodies, professional and employee representative bodies, relevant government and other public bodies, funding organisations and media (including sector press)
- Promoting the Institute's work – including through events, media engagement, blogs and writing

## Person Specification

Candidates for this role could come from a variety of backgrounds including research organisations, HR or occupational psychology consultancy or HR management (in the private or public sector). The essential requirements are:

### Applied research and/ or consulting skills

- Strong applied HR research and/ or HR consulting credentials, with a track record of leading and delivering research and/ or consultancy focused on employment and HR issues.

### Expertise in HR research or practice

- A good understanding of current HR 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 – which are health and wellbeing, diversity and inclusion, workforce strategy, leadership and change readiness, coaching and/ or pay and reward,
- 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 IES offers

This is an exciting opportunity for the right candidate to make a real impact on HR policy and practice and to develop their own research and consulting career.

The starting salary will depend on the expertise and experience that a successful candidate brings to the job but will be between £49,593 and £57,353.

In addition, IES offers:

- A contributory career-average defined benefit pension scheme (USS), to which IES pays a monthly contribution of 21.1 per cent of basic salary and you pay 9.6 per cent,
- 27 days' holiday per year, plus Bank Holidays and four Institute closure days.

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

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. There may be occasional travel required for client work and events, in the UK or overseas.

## About IES

IES is a leading independent centre of excellence for research and consultancy in HR and employment issues. IES works with major corporations and the public and third sectors. We are not-for-profit and a registered charity, with a mission to bring about sustainable improvements in employment policy and human resource management. We achieve this by increasing the understanding and improving the practice of key decision-makers in policy bodies and employing organisations.

A key asset for IES is a strong core team of staff with internationally recognised subject and methodological expertise. IES has around 40 multidisciplinary staff together with a pool of UK and international expert associates who contribute to IES projects. IES is totally self-funding, with a turnover of over £3 million per annum from our research, consultancy and HR Network.

We have two main work streams: public policy; and human resource management. Our HR management involves research and evidence-based consultancy with and for employing organisations. Some of this is supported and delivered through the IES HR Network, which is a corporate membership programme whose members include a number of major public and private sector employers. Our work for employing organisations is typically commissioned by a wide range of larger organisations in the private and public sectors. Recent clients include the NHS, Defence Science and Technology Laboratory, Shell, Adecco, CIPD, Department for Transport, Royal College of Veterinary Surgeons and various salary review bodies.

Across all our work areas, the emphasis of our work is on applied research and related consultancy. Our research 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. Typically, research staff work on several projects simultaneously, usually as part of a team.

## 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. An Equal Opportunities monitoring form should also be completed and can be downloaded from the job listing on the IES website: <https://www.employment-studies.co.uk/our-people/vacancies>

Applications should be sent for the attention of Claire Campbell, Director of HR Research and Consulting to [careers@employment-studies.co.uk](mailto:careers@employment-studies.co.uk).

The closing date for applications is Wednesday 10<sup>th</sup> November 2021, midday.

Shortlisted candidates will attend an interview and will be expected to give a presentation as part of the assessment. A second stage of the process will also involve an opportunity to meet IES staff. Fuller details of the process will be provided to shortlisted applicants.

Shortlisted candidates who wish to, will also have the opportunity for informal conversations about the job and the Institute, with Claire Campbell, Director of HR Research and Consulting.

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 applied social research. We are Disability Confident Committed and are happy to make reasonable adjustments to accommodate the individual requirements of candidates with disabilities.