

Principal Research Fellow, HR Research and Consulting

We are seeking to appoint a new Principal Research Fellow, to work primarily on our HR management and employer-facing work. 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 Research Fellows 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 public policy and HR 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 a range of services including expert insight and research, consultancy and support, evaluations of workplace interventions, and analysis of HR trends and issues.
- 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 and our HR research and consulting team – this will include participating in team and HR market meetings, line managing colleagues, and supporting professional development and continuous improvement.
- 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 the HR Network, as well as supporting the growth of the Network.
- 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 consultancy, HR management (in the private or public sector), higher education institutions, the civil service or other public agencies. 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,
- A recognised 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,
- An ability to translate that expertise into effective thought leadership for internal and external audiences – so understanding how current and future trends will affect HR policy, practice and demand for IES services and support.

Business development skills

- A strong track record in in one or more of: developing funding relationships, identifying and securing partnership opportunities, and/ or successfully bidding for and winning tendered projects,
- The creativity and insight to identify how existing and new opportunities can be successfully developed.

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,
- 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 £48,621 and £56,353.

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.

The post will be based in our office in central Brighton, although we anticipate that it will be predominantly home-based over the coming months. There would also be the opportunity to combine office- and home-based working in the longer term. The role will likely also involve project travel within the UK and internationally in the future.

The Institute has a friendly workplace culture in a superb location in which to live, with easy access to the sea, countryside, and plenty of culture and nightlife.

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 in its Brighton office, 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, UK Research and Innovation, CIPD, Department for Transport, Royal College of Veterinary Science 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 Tony Wilson, Institute Director to careers@employment-studies.co.uk.

The closing date for applications is Monday 1st March 2021 at 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 Tony Wilson (Institute Director).

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 BAME candidates given their under-representation

within economics and the policy making sector. We are Disability Confident Committed and are happy to make reasonable adjustments to accommodate the individual requirements of candidates with disabilities.