

## HR Research Consultant

We are seeking to recruit a Consultant to work as part of our HR Consultancy & Research team based in Brighton. This is a great opportunity to contribute to the development of evidence-based HR with the Institute for Employment Studies.

### About IES

IES is the UK's leading centre for evidence-based HR research and consultancy. We exist to 'make work better' through developing HR practice and the practical application of the evidence base from a wide range of disciplines including Occupational and Organisational Psychology, Organisational Development and others.

Our work with organisations focuses in three areas:

**Understand** – we help employers make sense of what is going on inside their organisation and in their operating context. This enables better choices to be made on where action is required.

**Improve** – we work with employers to help improve the work of HR and of management/leadership

**Evaluate** – we help employers track the impact that changes have. This can enable improved ROI and better learning of what works in their context.

Examples of our work include:

- Helping a major public sector organisation understand the latest evidence and approaches to careers and talent management, and stimulating their thinking about potential alternative approaches that they could adopt to meet the challenge of providing more flexible career paths.
- Working with a national organisation to develop a new approach to workforce planning.
- Advising national organisations on effective approaches to pay and reward, talent management and selection.

### Our Requirement

We are looking for someone who is/has:

- Knowledgeable about HR practice and is looking to develop two to three areas of expertise, and build their profile in those areas;
- The ability to lead and help deliver evidence-based HR research and consulting for a range of clients in the private, public and not-for-profit sectors;
- The capacity to construct appropriate approaches to collect and collate data to support the process of meeting client needs;
- The ability to help clients translate research evidence into practice;
- The ability to challenge and help facilitate clients' thinking and practice;
- The ability to or experience of successfully running interactive workshops and meetings with (Senior) HR practitioners;
- Built effective client relationships;
- Able to work effectively and collaboratively with clients, partners and colleagues at IES;
- Willing and interested in developing new areas of business;
- Willing and interested in building their own and IES' external profile through writing and speaking engagements, and networking;
- Able to support the development of other staff and colleagues;
- Able to contribute to the wider work and development of the Institute.

## What we can offer

Working with us, you will have the opportunity to:

- Build your expertise and profile in areas of HR practice in which you are interested in;
- Help deliver and lead a wide range of interesting evidence-based research and consulting projects;
- Work with leading experts in HR research and consulting including several who feature regularly as the most influential HR thinkers;
- Work in an environment that offers both independence and autonomy, and is collaborative and collegiate;
- Become both an expert and influence practice.

In addition, we offer:

- a salary between £28,045 – £34,449 depending on skills and experience;
- a collective salary supplement, (surplus share, payable in years when the Institute makes a financial surplus);
- 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 staff pay 9.6 per cent;

- 27 days annual leave, plus bank holidays and four closure days;
- flexible working arrangements that can be agreed to help you balance work commitments with your life outside of it.
- an employee assistance programme and occupational health support; and
- significant opportunities for your development.

The role will be based at IES's head office in central Brighton. 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.

The Institute for Employment Studies is a registered charity (no. 258390). IES seeks to be an equal opportunities employer and our equal opportunities policy is available on request.

## How to apply

Please submit a covering letter, demonstrating how your skills and experience meet the requirements of the role, your salary expectations and a copy of your CV, along with a completed equal opportunities monitoring form.

Please send to [careers@employment-studies.co.uk](mailto:careers@employment-studies.co.uk)

Closing date for applications: **midday Monday 18 November 2019**

Interviews will be held on: **Wednesday 4 December 2019**