



VACANCY

Research Fellows

£28,500 - £35,000 depending on skills and experience

We are looking for talented researchers to join our team based in Brighton.

If you would you like to be at the forefront of social research and help influence government policy and employer practice, and you feel you have the skills to match what we are looking for, then we would welcome your application.

The Institute

IES is a leading independent centre of excellence for research and consultancy in public policy, employment and the labour market. 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.

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.

For more information on the work that we do and clients we work with, please visit <https://www.employment-studies.co.uk/>.

The role

Becoming a Research Fellow at IES will offer you the opportunity to:

- use research, evidence and insight to make a real and lasting impact on public policy and workplace practice
- work with, and learn from, a range of individuals from various subject disciplines and specialisms; and work on a variety of interesting projects

- develop and apply a wide range of research methodologies to a high standard across a diverse range of subject areas focused on employment, HR, education and skills
- develop your understanding and knowledge of major aspects of UK and international employment and education policy, HR practice and management – and to influence this through our research projects, roundtables, events and blogs; and
- support on the design of research projects, funding proposals and wider business development.

Projects are usually carried out by multidisciplinary teams, and can involve travel throughout the UK, and sometimes overseas.

What we are looking for

We are looking for competent and talented researchers who have the following:

- A good understanding of at least one of the priority areas that we specialise in – i.e. employment, HR/ people management, education, skills and careers; with a genuine interest in making a difference to public policy and practice.
- A good understanding of research methods, and the ability to apply a range of research techniques at a high standard.
- Experience of research project generation, management and delivery on time and budget.
- Excellent written and verbal communication skills, with the ability to convey complex concepts and findings to a variety of different audiences, including policymakers, practitioners and the media.
- The ability to juggle priorities and work to tight deadlines.
- Good self-organisational and presentational skills and the ability to work well with clients and as part of a team – including across different disciplines and methods.

Ideally, you'll have:

- a good degree in a relevant discipline (e.g. social sciences, psychology, economics) at Masters or higher level
- at least two years' work experience in applied social research.

We would particularly welcome applications from candidates with capabilities towards the top of the Research Fellow range and anticipate that we will have more than one vacancy available.

What we can offer you

Comprehensive financial and non-financial rewards and benefits

The starting salary will reflect the expertise and experience of the successful candidate.

In addition, we offer:

- 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 for full-time staff, plus bank holidays and four Institute closure days. Staff who have five years' service receive an additional two days annual leave.
- 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
- tailored on-the-job and off-the-job training and development activities dependent on individual needs
- flexible working arrangements that can be agreed to help you balance work commitments with your life outside of it.

The post will be based in our office in central Brighton, although it is expected to be predominantly home-based for the remainder of 2021 with opportunity to combine office- and home-based working in the longer term.

IES offers a friendly workplace culture and has an active social committee. 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. 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 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.

For an informal discussion about this post prior to submitting your application, please contact Helena Tulley, HR Assistant, at helena.tulley@employment-studies.co.uk

How to apply

Please apply on a standard 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: **Wednesday 1st September, 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 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.