



VACANCY

HR Researchers (junior and senior roles available)

£23,000 to £37,000 depending on skills and experience

We are looking for talented human resource (HR) researchers who are fascinated by the world of work and employment and are passionate about helping to influence government policy and employer practice.

We offer research and consultancy services broadly across all areas of HR and people management with diverse projects at the leading edge of HR research. From identifying the impact of team mindfulness training, through to evidence-based evaluations of HR and organisation development initiatives. We also advise government and employers on, for example, ways to improve retention or reduce pay gaps.

The Institute

The Institute for Employment Studies (IES) is a leading independent centre for research and evidence-based consultancy. Based in Brighton, IES can provide you with an unparalleled opportunity to get involved at the forefront of evidence-based research, to help bring about sustainable improvements in employment policy and human resource management. We are a registered charity, with over 40 multidisciplinary staff, plus UK and international associates.

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

The roles

We are recruiting for some HR researchers to join our team based in Brighton.

For the junior HR researcher role, you will be supporting senior colleagues on a range of projects with clients across various industries. You will help to prepare project proposals and research designs, whilst being able to apply a wide range of research methodologies (eg, interviews, focus groups, surveys and statistical analysis depending on your knowledge and experience). You will also be able to synthesise your research findings in a variety of formats (reports, summaries, briefings and blogs). This is a great opportunity to develop and strengthen your understanding of HR practice and employment issues.

For the more senior position, you will be researching and consulting on topics such as change management, health and wellbeing, or talent management using a range of approaches to provide insights and knowledge to a variety of organisations.

In particular, you will:

- manage a range of small- to medium-sized projects with clients across various industries. This will involve everything from day-to-day project management to preparing proposals and research designs, drafting and reviewing client reports to supporting the facilitation of client meetings;
- be able to use a wide range of research methodologies to a high standard, such as interviews, focus groups, and to be able to draw out key findings; and
- act as a subject matter expert in HR and people management issues and be able to share your insights and knowledge with clients and wider audiences in an engaging manner.

Who are we looking for?

Both roles require a real interest and understanding of HR and employment issues and the ability to communicate and write well in an engaging manner.

For the junior HR researcher role, we are looking for someone who has:

- Either:
 - a higher degree in an HR/social science/business/occupational psychology discipline, with significant understanding in employment/HR labour market issues.
- AND/OR
- a background in HR, with a good current understanding of issues facing human resources teams and directors, and experience of developing evidence-based processes and practices.
- A good understanding of practical research methods, and experience of using a range of qualitative and/or quantitative methodologies to answer research questions.
- Experience and knowledge of using qualitative and quantitative approaches in research.
- Clear, accurate and compelling written and verbal communication.
- Excellent organisational skills and the ability to plan and prioritise your own work.

For the senior position, we are looking for:

- Either:
 - someone with a higher degree in a HR/social science/business/occupational psychology discipline with significant understanding of practical employment/HR labour market issues;

OR

- a thoughtful HR practitioner with a good understanding of HR issues and experience of developing evidence-based processes and practices;
- the ability to engage with a wide range of senior practitioners in the world of HR and to become recognised as an expert in their field;
- excellent analytical skills, intellectual curiosity and creativity;
- end-to-end project management experience and experience of managing others, clients and budgets; and
- confidence and ability to work in a changeable, fast paced environment.

What we offer you

Our strongest offering is the challenging, relevant and diverse range of projects and clients you will work with and the personal development opportunities that this provides, alongside working closely with highly-experienced and knowledgeable IES subject experts.

■ Salary range

- Junior HR Researcher: £23,534 to £26,193, plus benefits
- HR Researcher: £27,767 to £37,458, plus benefits

The starting salary will depend on the expertise and experience that the successful candidate brings to the job.

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 18 per cent of basic salary and staff pay 8 per cent;
- 31 days' annual leave (includes four Christmas closure days), plus bank holidays; and
- considerable opportunities to develop your expert profile – the publication and dissemination of research findings is expected, encouraged and supported.

This job will be based at the Institute's head office in Brighton.

We recognise that our staff often have responsibilities and interests outside of work, and try to offer part-time and flexible working opportunities, where possible.

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

How to apply

Please apply using 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 also complete an Equal Opportunities Monitoring Form, which can be downloaded from the same webpage. Please return the two completed forms to:

Email: careers@employment-studies.co.uk or

Post: Careers, IES, City Gate, 185 Dyke Road, Brighton BN3 1TL (Telephone: 01273 763421)

Closing date for applications: **midday, Monday, 26 November, 2018**

Interview date: **Thursday, 13 December, 2018**