

Behavioural Insights Team recruiting number of research roles in London

The Behavioural Insights Team (BIT) are looking for a number of exceptional candidates with varying levels of experience to join our leading research and evaluation team based in London. The Research Team works with specific policy clusters to deliver a range of projects through the designing, conducting and evaluation of randomised controlled trials. These roles will work closely with the Chief Scientist and the Head of Data Science to develop BIT's expertise in this area.

- Are you fascinated by human behaviour?
- Can you tell a probit from a logistic?
- Do you want to conduct research across the policy spectrum?

If you answered yes to these three questions we would love to hear from you!

By joining the Research Team, you will be given time and encouragement to continue academic work as well as support the development of more qualitative expertise within the team. Our Research Advisors support work that will help shape UK government policy and influence key strategic policy and operational challenges more widely through the development of innovative interventions and robust analysis.

Behavioural Insights Team

The Prime Minister created BIT in 2010 to apply behavioural science to public policy in the UK. In February 2014 we became a social-purpose company, partly owned by our employees, and have expanded considerably to meet the demand for our work both in the UK and overseas (with clients from Australia; Singapore; the USA; United Nations Development Programme; and the World Bank).

The Behavioural Insights Team advises governments around the world. We work in partnership with civil servants and frontline professionals; understand the context in which their citizens make decisions; use a huge range of academic research; and run randomised controlled trials. The team has a relaxed and non-hierarchical office culture. Staff regularly eat lunch together; play sport; and socialise outside of work time. As well as demanding professional excellence BIT expects all of our staff to adhere to the company values (social impact, empiricism and humility, fresh thinking, collaboration and public service) to help create a work environment which is fast paced, exciting and friendly.

Roles and Responsibilities

Our **Senior Advisors** lead teams and support the work of our Principal Advisors, interacting with senior government officials, Ministers and clients on a regular basis. They are responsible for winning new work and engaging in business development relating to their portfolios. They are also responsible for ensuring that projects they work on are managed and delivered to tight deadlines and budgets, as well as managing one or more Advisors or Associate Advisors as part of a wider research network.

Our **Advisors** and **Associate Advisors** are focussed on the research elements of multiple projects simultaneously, working with a small project team of policymakers and researchers. These roles concentrate on our behavioural insights programme of work, developing trial protocols, trial interventions and tools. They will be expected to analyse large experimental datasets, and to involve themselves in training and opportunities to develop new empirical expertise.

Essential

The Behavioural Insights Team brings people together with different skills sets. You must be able to demonstrate a balance of skills across those listed below, but we do not expect you to be exceptional in all areas.

- Experience in designing and implementing rigorous evaluations, including Randomised Controlled Trials, difference in differences, regression discontinuity, and propensity score matching, particularly applied to policymaking
- Experience in using and analysing large data sets (such as administrative data) for the purposes of evaluation or predictive modelling
- Experience using software packages for either quantitative analysis (e.g. STATA or R), at an expert or competitive level, and/or web design
- For Senior Advisors: Experience in designing and evaluating social programmes using rigorous qualitative techniques including interview techniques, focus groups, text analysis and ethnographic research more broadly
- For Senior Advisors: Experience managing both people and projects

Desirable

- A Masters or PhD in a relevant subject area (including, but not limited to behavioural science, public policy, economics, psychology, evaluation methods)
- For Senior Advisors: Experience working on the development and delivery of government policy

If you are interested in joining the Research Team and hold the legal right to live and work in the UK then please email mia.samaha@behaviouralinsights.co.uk your CV along with an expression of interest of no more than 200 words detailing the following:

- What role you are interested in (Senior Advisor, Advisor, or Associate Advisor)
- What skills and experience you think you can bring to the role
- When you would be available to start
- What your salary expectations are
- Confirmation that you hold the right to live and work in the UK

Candidates that fit the basic requirements will be invited to participate in an open selection process. If you have not heard from us within two weeks it is likely that you are unsuitable for the role.

The Behavioural Insights Team is committed to a policy of Equal Employment Opportunity and is determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.