

## Principal Advisor, Head of Productivity and Growth

Permanent, 39 hours per week

Salary range: £50,000 – £75,000 per annum, plus benefits

Based in Central London

The Behavioural Insights Team (BIT) is looking for somebody exceptional to join us to lead our Productivity and Growth Team. The policy portfolio will include innovation, gender equality and economic growth. Tackling challenges in these areas, some of the highest priorities in government, would offer the successful candidate the opportunity to apply their knowledge of behavioural insights to some of the country's most pressing problems.

### The 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, owned by the Cabinet Office, Nesta (an innovation charity) and our employees.

The Behavioural Insights Team works with governments around the world in almost every area of Government policy. Whilst the subject and output of our projects varies considerably, there are common threads: we try to understand the contexts in which their people make decisions; we notice small details; we find out what has and hasn't worked before; and we measure everything we do as robustly as we can.

The company today spans three continents but has the same relaxed and non-hierarchical office culture as it did when it was a team of just eight employees. Though our origins are from within the UK government, staff at BIT today come from countries across the world. We regularly eat lunch together; play sport; and socialise outside of work time.

As well as displaying professional excellence, BIT selects staff on the basis of cultural fit: all our staff believe passionately in our company values: always prioritising social impact; empiricism and humility; fresh thinking, collaboration; and public service.

### Roles and Responsibilities

The successful candidate will lead a small team to deliver high-quality policy advice and implement experiments in the real world, such as in a job centre or a school. These will cover a range of topics that relate to productivity and growth, for example investigating management quality in businesses or improving gender equality in the workplace.

You will also be responsible for the management and development of your team. You will quality assure and improve their work. You will identify gaps in capability and support their development, making sure their projects suit their strengths and needs. You will also be responsible for finding new projects for your team to work on.

You will be a member of the Senior Management Team and report to the Chief Executive and Managing Director. You will be a role model to junior staff across the organisation in upholding the company values.

To be the successful candidate you will need to be confident in your ability to use your knowledge of behavioural science to come up with interesting and practical ideas for how policy can be improved. You will think on your feet in meetings with senior government officials and suggest workable solutions. You can also spot potential problems with how public services are currently delivered and identify how behavioural science could help to address them.

### Essential criteria

- ◆ Substantial experience working on the development or delivery of policy in government, academia, industry, or for a consulting firm or a design agency;
- ◆ Strong leadership and management experience;
- ◆ Deep understanding of the behavioural science literature and how it can be applied to help solve complex real life policy problems;
- ◆ Strong programme and project management skills and experience;
- ◆ Exceptional written and verbal communication, for example the ability to write concisely for government ministers or senior officials;
- ◆ Experience presenting to large and influential audiences and facilitating workshops;
- ◆ Strategic thinking, challenging existing assumptions and thinking of creative solutions to problems;
- ◆ Competent analytical skills and an understanding of mixed methods of research and evaluation

### Desirable criteria

- ◆ Experience in responding to competitive tenders and writing proposals to secure new work
- ◆ A Masters or PhD in a relevant subject area (including, but not limited to: behavioural economics, psychology, design thinking, evaluation methods

## How to apply

To apply please send your CV together with a cover letter of no more than 2 sides of A4 outlining how you meet the essential criteria for the role to [mia.samaha@behaviouralinsights.co.uk](mailto:mia.samaha@behaviouralinsights.co.uk)

To discuss the role please contact [owain.service@behaviouralinsights.co.uk](mailto:owain.service@behaviouralinsights.co.uk)

**Close of Applications: 12 noon, 30<sup>th</sup> May 2016**

**Interviews and assessment tasks will begin in mid-June 2016**

To find out more about the organisation and the type of people who work in the team visit: <http://www.behaviouralinsights.co.uk>

*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.*