

Senior Advisor, Research and Evaluation

Permanent: 39 hours per week

Salary range: £40,000 – £60,000 per annum, plus benefits

Based in Central London

The Behavioural Insights Team (BIT) is looking for an exceptional candidate to join our Research and Evaluation team in London. The Research and Evaluation Team works with each of our policy teams to test the impact of behaviourally informed policies in the UK and overseas. The successful applicant will support the Head of Data Science to design, conduct, and evaluate Randomised Controlled Trials, as well as helping to develop BIT's growing econometric and data science function.

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

You will have the opportunity to work on projects in a variety of policy areas, collaborating with a wide range of partners from across the globe. You will lead the research and evaluation elements of multiple projects, working with a project team of policymakers and researchers. You will be expected to manage and quality assure statistical analysis as well as conducting analysis yourself.

Senior Advisors are responsible for ensuring that projects are delivered to tight deadlines and budgets. They also line manage Advisors and/or Associate Advisors, taking an active role in the development and progression of junior staff.

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.

Essential

- ◆ 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 designing and evaluating social programmes using rigorous qualitative techniques including interview techniques, focus groups, text analysis and ethnographic research
- ◆ Experience in using and analysing large data sets (such as administrative data) for the purposes of evaluation or predictive modelling
- ◆ Experience conducting original, policy relevant research in economics, psychology, sociology or anthropology
- ◆ Experience managing both people and projects
- ◆ Excellent written and verbal communication skills (e.g. will be able to translate academic work to non-academic audiences)
- ◆ A clear understanding of the strengths and weaknesses of different evaluations methodologies, including those that they are not an expert in
- ◆ Creative thinking and pragmatism, challenging existing assumptions and thinking of solutions to implementation problems
- ◆ Experience using software packages for either quantitative analysis (e.g. STATA or R), at an expert or competitive level

Desirable

Finally, it would be desirable if you have:

- ◆ A Masters or PhD in a relevant subject area (including, but not limited to Behavioural Science; Public Policy; Economics; Psychology; Evaluation Methods)
- ◆ Experience working on the development of delivery of government policy
- ◆ Experience responding to competitive tenders

How to apply: To apply candidates should upload their CV and complete their application through Applied: <https://www.beapplied.com/apply/aPTWik6bhs>

Date of posting: 1st June 2016

Close of Applications: 15th June 2016 at midnight

Interviews and assessment tasks will take place: From end of June 2016

Please note:

- ◆ If you do not already hold the right to work in the UK and/or require sponsorship in order to continue working here, you should think carefully before applying. This is because we will be unable to sponsor you unless there is no other suitably qualified settled worker available to fill the role or your current immigration status means that the resident labour market test will not apply in your case.
- ◆ Please note that due to the volume of applications received we are unable to provide feedback. Please ensure that you meet the requirements for the role.

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