



SENIOR RESEARCH ASSOCIATE (one year maternity cover)

Job brief

We are looking to recruit an experienced researcher to help deliver and develop The Young Foundation's exciting research agenda. The successful applicant will work on a range of exciting projects with a focus on social innovation and inequality, particularly using qualitative and ethnographic research methods. This is a year-long vacancy to provide maternity cover for a key member of the research team, although there may be an opportunity to extend the appointment subject to capacity requirements.

This is an important role and an exciting time to join The Young Foundation as the organisation refocuses its mission on a new agenda of tackling inequality. For over 60 years the Young Foundation has been a leading centre for social innovations that support a more just society. Today we harness the power of social innovation to tackle the root causes of inequality. We believe that inequality is not inevitable and can and should be challenged through exposing its roots and innovating alternatives.

The successful applicant will need to show they can write well at pace, grip a large research project and manage difficult stakeholders. The main focus of the role will be the application of qualitative research methods, although quantitative and analytical research skills would also be an asset. We are open to applicants on secondment and indeed the role would be well suited to a researcher, policy advisor or civil servant in the midst of a successful career elsewhere.

We are committed to socially just recruitment practices and will consider any applicant who can show they have the requisite skills.

Background

For over 60 years the Young Foundation has been a leading centre for social innovations that support a more just society. Today we harness the power of social innovation to tackle the root causes of inequality. We believe that inequality is not inevitable and can and should be challenged through exposing its roots and innovating alternatives. We work with the public, private and voluntary sectors and in communities to strengthen their ability to effect change. Bringing together a broad range of approaches and expertise, The Young Foundation is a rich, creative and varied place to work.

The current vacancy is for a Senior Research Associate as a year-long maternity cover for a senior member of the research team. The successful applicant will play a central role in delivering the Foundation's new research agenda, delivering a major project on social innovation and contributing to the team's growing program of work on inequality.

The role would suit an established researcher with several years' experience working in a research and policy environment. The successful candidate will be able to show they can write well at pace and manage stakeholders on a complex research project. Experience of leading and carrying out in-depth qualitative research is essential. Quantitative analytical skills and familiarity with key economic datasets would be an asset.

The Young Foundation is strongly committed to just recruitment practices and we are open to all applicants who can show they have the skills required for the role.

What we have to offer

The role offers:

- A central position in a high performing research team, working in a stimulating environment—the research team sits alongside The Young Foundation's practical work to found and incubate new organisations and to encourage social innovation.
- The chance to get involved in a wide range of social issues and to apply a wide range of research methods, from immersive ethnographic work to the latest data mapping technologies to more traditional methods of qualitative and quantitative analysis.
- A full-time role with a salary of £35,650 - £47,500 depending on skills, knowledge and relevant experience.
- Access to a defined benefits pension scheme
- Light, attractive offices in a listed building in the heart of Bethnal Green, working alongside the nascent social ventures that are supported by The Young Foundation.

What the job involves

The main responsibilities of the role are:

1. To undertake primary and secondary research and produce a variety of research outputs including reports, articles and presentations, to a high standard.
2. To ensure materials produced by staff on projects overseen by the post holder meet the same high standards.
3. To lead research in one or more of The Young Foundation's major research projects.
4. To help draft funding bids and project proposals and to assist in the intellectual development of The Young Foundation's new agenda.

5. To manage relationships with partners, advisors, other stakeholders and funders.
6. To present to a variety of audiences on specialist projects and the team's wider work.
7. To develop a high level of expertise, skills, knowledge and contacts in the field of social innovation.
8. To support other projects across the Young Foundation as required and to contribute to the organisation's vibrant culture and working atmosphere.

Person specification - knowledge, skills and attributes

We are looking for someone who:

1. Is an **experienced, first class researcher**, and who is confident using a wide range of qualitative research methods. In particular, substantive experience in focus group moderation and depth interviewing in a social research context are essential.
2. Has experience of researching a wide range of groups – from vulnerable individuals and the 'hard to reach', to senior stakeholders and organisational leaders.
3. Experience in quantitative analysis, including of national data sets, would be an asset.
4. Can **write well at pace**, communicating complicated issues with clarity and precision. The ideal candidate will feel equally comfortable writing for a lay audience and for professionals and academics.
5. Has **excellent inter-personal skills** and is able to engage and communicate and build relationships with an extremely wide range of stakeholders and research participants.
6. Is a **confident manager** of junior staff, project workplans and project budgets.
7. Has a proven **track record of developing and delivering** high quality and impactful social research projects on a number of subject areas and for a range of different clients and funders.
8. Has a genuine passion for our **social purpose** and our belief that research can bring about lasting social change.
9. Is a great **team player** and is willing to pitch in to help the wider team meet challenging deadlines and get through periods of high workload.
10. Has a record of **writing successful funding bids** for social research projects.

How to apply

Please send a CV and a short cover letter (no more than 600 words), describing what you could bring to the role to applications@youngfoundation.org.

The cover letter should detail your current role, salary and notice period, and confirm that you are a British or EU Citizen or otherwise have the right to work in the UK.

We are open to considering applications on a secondment basis where candidates are confident their employer would support such an arrangement. We would seek confirmation of these arrangements from the current employer prior to making a final decision.

The closing date for applications is 9am on Tuesday 26 August 2014. Interviews will take place on Thursday 28 August.

We regret that we will only be able to reply and give feedback to short-listed applicants.