



RESEARCH ASSOCIATE – GENDER FUTURES

Job brief

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.

Tackling structural gender inequality is core priority for the Young Foundation for two key reasons. Firstly because it is one of the largest but also most pervasive inequalities. Secondly we believe without far greater progress on gender inequality we will fail to achieve the wider social and economic change we seek. Our new *Gender Futures* initiative will deliver dedicated gender innovation interventions as well supporting the mainstreaming of gender considerations throughout the wider work of the Foundation.

We are looking for a motivated, skilled and experienced person to lead on building and promoting a robust evidential bedrock for *Gender Futures*.

This is an important role, which requires a good understanding of structural gender inequality, proven qualitative research experience and the ability to work creatively and flexibly in cross discipline teams and with a range of external partners.

Background

Gender Futures is major new strategic initiative, which aims to create a new and sustainable gender innovation eco – system. One that will bring together gender equality and social innovation movements to create and promote powerful new fusions.

We think that, better enabled to work together, the gender equality and social innovation movements will be more able than current interventions to:

- Address the size and complexity of the challenge of current gender inequalities
- Challenge their inevitability
- Support an alternative, more gender-equal future.

We see this last aim as key. We do not believe it is enough to only challenge current inequalities and highlight problems – we must also be able to produce credible and inspiring alternatives to the status quo.

Gender Futures will deliver:

- Research and publications that increase understanding and awareness of the prevalence and nature of contemporary structural gender inequalities and the potential for innovation to effect change
- Practical gender innovation frameworks for action
- Innovation support for both existing and emerging gender equality initiatives working on a range of issues from power and decision making, gender based violence, pay and income and cultural attitudes and stereotyping
- New gender innovation partnerships or alliances focusing on areas including early years, education and the cultural industries

What the job involves:

The initial focus of this role will be on delivering predominantly secondary desk based research on current structural gender inequalities, and existing learning on gender innovation, to inform the development and priorities of *Gender Futures*. However we envisage that in the medium term there will be a greater element of primary research in the role.

Main duties and tasks:

1. Designing, in conjunction with the GF Director and research team as appropriate, and carrying out secondary desk based research e.g. literature reviews on gender, social innovation and other equality issues
2. Conducting qualitative depth interviews to support secondary research, as required.
3. Producing a range of written outputs (reports, pamphlets, briefings, submissions, articles, presentations etc.)
4. Contributing to the development of practical innovation frameworks and tools in particular in terms of the provision of a robust evidence basis for same
5. Organising seminars, project and partner meetings and advisory groups including co-ordinating and liaising with the *Gender Futures* Advisory Group.
6. Contributing to the development, strengthening and refinement of *Gender Futures* and Young Foundation offers and thought leadership
7. Supporting on fundraising for specific pieces of work and contributing to income earning contract tendering and delivery
8. Delivering projects, both individually and as part of the team, ensuring excellent quality of delivery
9. Proactively contributing to the development of relationships with current and potential partners
10. Taking an active role in external communications and events including blogging, social media work, press briefings and publications

Person specification - knowledge, skills and attributes:

Essential

1. A passion for and commitment to greater gender equality and the wider aims and values of the Young Foundation
2. Demonstrable knowledge of contemporary structural gender inequality with the ability to articulate this clearly to others including non gender specialists
3. Experience of undertaking qualitative research including designing and delivering desk based literature reviews and depth interviews
4. Experience of undertaking research on gender inequality
5. Excellent project development and management skills with proven experience of working individually and in a team to deliver work.
6. Good time management and organisational skills with ability to work with minimal supervision
7. Strong written communication skills including written outputs for a wide range of audiences e.g. academics, ground level practitioners, policy/decision makers, the general public and the media
8. Credible and confident communicator and presenter
9. Effective relationship builder with experience of working effectively with partners and external advisors
10. Relevant post graduate qualification or equivalent work based experience.

Desirable

11. Previous experience in successful income generation including contributing to funding/ tender proposals
12. Understanding of key current UK/EU and International gender equality and women's rights policy and legal frameworks
13. Experience of a wider range of research methodologies including other qualitative techniques such as focus groups, or quantitative skills
14. Understanding of and experience in researching additional inequality issues
15. Understanding of social innovation theory, methods and practice
16. Experience of undertaking research as a basis for practical action or policy influencing.

What we have to offer

This post is being initially offered on a one year, fixed term contract on a five or four day a week basis. We are open to flexible working requests.

The role offers:

- The opportunity to work for and help shape a dynamic, values-driven organisation working to achieve lasting social change
- A central role in seeking to change the terms of debate on gender and wider inequalities
- £29,800 to £38,050 depending on skills, knowledge and relevant experience
- Access to a defined benefit pension scheme
- Offices 15 minutes from the centre of London although some national and international travel may be required.

How to apply

Please send a CV and a covering letter setting out how your skills and relevant experience relate to the person specification to applications@youngfoundation.org.

The covering letter should also give details of your current role, salary and notice period, and confirmation 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 as long as your employer supports your application. If you are applying as a potential secondee, also send confirmation from your employer that they would support a secondment.

The closing date for applications is 9am on Monday 25 August. Interviews will take place on Friday 29 August.

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

The Young Foundation

For more information about The Young Foundation and its work, go to youngfoundation.org.