

# IES HR research and consultancy

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## HR Researcher - Salary £27,000 to £33,000 depending on experience, plus benefits

IES is a leading UK independent centre of excellence for research and consultancy in HR and employment issues. IES works with major corporations and the public and third sectors. We are seeking to grow our work with employers and employer bodies to improve HR policy and practice.

### Our requirement

We are looking for a research fellow who is likely to be an experienced researcher with a relevant degree such as social science or occupational psychology and/or experience of applied HR research or process consultancy skills in an organisational setting. We need someone who has HR knowledge and expertise and can develop strong client relationships.

You will be responsible for developing project proposals and research designs and generating income for yourself and others. You will also be responsible for managing small to medium sized projects with minimal support, including working with clients to implement agreed project plans to the client's satisfaction.

As we undertake evidence-based consultancy assignments and provide applied research to clients, you will have to be sympathetic to generating and testing ideas. It is an intellectually demanding role and requires good analytical skills, intellectual curiosity and creativity.

### The person

The successful candidate will be:

- EITHER a competent researcher, with a good understanding of applied research methods, and the ability to use a range of research techniques to a high standard in an applied research environment;
- OR a thoughtful HR practitioner with a good understanding of HR issues and experience of developing evidence based processes and practices;
- OR a competent consultant with a track record of applied consultancy skills supporting employers to improve people management practice.

In addition, the successful candidate will have:

- a good understanding and knowledge in current HR and people management issues;
- fluent and confident communications skills – able to engage with a wide range of people including senior practitioners on complex or sensitive issues and also able to engage others in debate on HR issues;

- a degree in a relevant discipline at Masters or higher level or significant track record;
- the ability to write well and appeal to informed HR managers and employers;
- the ability to use a wide range of research methodologies to a high standard;
- the ability to write well and disseminate research findings to a wide range of audiences in an engaging way;
- the ability to develop an understanding and knowledge of major aspects of people management practice and start to become externally recognised as an expert; and
- the ability to win work from customers, to organise, manage and lead projects to tight deadlines, including the ability to manage staff, clients and budgets.

## What we can offer

Our strongest offering is the benefit to your career and the development that working with us will provide. Our people are acknowledged experts in their fields and our clients include blue chip companies.

The salary is between £27,000 and £33,000, depending on role and experience.

In addition, we offer:

- support to disseminate your research, build your external reputation and expand your knowledge through working with our expert staff;
- a contributory career-average defined benefit pension scheme (USS), to which IES pays a monthly contribution of 18 per cent of basic salary and you pay eight per cent;
- a salary supplement payable depending on the Institute's financial performance;
- interest free travel and cycle loans;
- childcare voucher scheme;
- considerable opportunities for training and development; and
- 31 days annual leave (which includes four Christmas closure days) plus bank holidays.

The Institute for Employment Studies is a registered charity (no. 258390). IES seeks to be an equal opportunities employer and our equal opportunities policy is available on request.

The post will be based at IES' head office in central Brighton, although we have a small office in Westminster, London. We offer a friendly workplace culture and have an active social committee. Brighton and the surrounding areas offer a superb location in which to live with easy access to the sea, countryside, and plenty of culture and nightlife. Brighton is close to Gatwick airport (30 mins), London (1 hour) and France (2.5 hours).

## Next steps

Find out more about IES at [www.ieshr.co.uk](http://www.ieshr.co.uk) and if you like what you see, complete an application form.

## The procedure

**Please apply on a standard IES application form. CVs will not be considered.** You can download an application form on the relevant vacancy page of the IES website, found here: <http://www.employment-studies.co.uk/vacancies/>.

Please return a completed form to:

Careers, IES, City Gate, 185 Dyke Road, Brighton BN3 1TL (Telephone: 01273 763421) or email: [careers@employment-studies.co.uk](mailto:careers@employment-studies.co.uk).

Closing date for applications: **midday, Monday, 16 July, 2018**

Interview dates: **Thursday, 26 July, 2018 and Tuesday, 31 July, 2018**

## The Institute

The Institute for Employment Studies is an independent, apolitical, international centre of research and consultancy in employment and human resource topics. It works closely with employers and professional/employee bodies, and with government departments and agencies. For 50 years the Institute has been a focus of knowledge and practical experience in people management and development, employment and training policy, and the operation of labour markets. IES is a registered charity, with over 40 multidisciplinary staff and domestic and international associates. IES expertise is available to all organisations through research, consultancy, publications and the internet.

IES aims to help bring about sustainable improvements in people management and employment policy, by increasing the understanding and improving the practice of key decision-makers in employing organisations and policy bodies.

The Institute's main work areas are human resource research and consultancy with and for employers, and UK and European employment policy research

## How IES works

IES has three main markets: UK public policy; international public policy, mainly in Europe; and work on human resource management.

Our work on **human resource management** consists of research and evidence-based consultancy with and for employers. We deliver some of this research through the IES HR Network. This is a corporate membership programme whose members include a number of major public and private sector employers, through which HR practitioners in member organisations learn and share best practice and help to shape our research agenda. We currently provide research and consultancy services to employers across several areas of expertise (<http://www.employment-studies.co.uk/what-we-know-about>), including:

- employee engagement;
- wellbeing;

- leadership;
- training and development;
- pay and reward; and
- performance management..

The emphasis in all of our work is on applied research and related consultancy. Our research ranges from major empirical investigations, through focused policy or HR management evaluations, to advice on policy formation and implementation. Projects and assignments may last from a few weeks to major research programmes spanning several years. Typically, research staff work on several projects simultaneously, usually as part of a team.

Our work for **employing organisations** is typically commissioned by a wide range of larger organisations in the private and public sectors. Recent clients include the Ministry of Defence, the Bar Council/Bar Standards Board, Defra, HSE, Guardian Media Group, Infineum International Ltd, Co-op Financial Services, DCMS and the Institute of Cancer Research.

Our programmes of research and evaluation on **UK and European public policy** themes cover the main axes of employment and labour market policy. Current work themes include:

- **Learning and Skills:** raising the skills base is a major public policy objective in the UK and across Europe, and IES undertakes major national evaluations, a growing volume of work on regional and sectoral initiatives, and research on the relationship between skills and economic performance.
- **Unemployment and labour market disadvantage:** including evaluating government welfare-to-work programmes for the unemployed and inactive, and other initiatives targeted at disadvantaged groups in the labour market (including black and minority ethnic groups, women, older workers and disabled people). At a European level there is strong interest in developing good practice in active labour market policies for the unemployed and economically inactive.
- **Work, Health and Wellbeing** is a programme of research for UK and European public bodies, looking at how work affects people's health and wellbeing (and the effectiveness of regulation and policy intervention in this area), and also at how individuals' wellbeing affects their performance at work.

**UK public policy** work is funded by a range of clients including the Department for Business, Energy and Industrial Strategy (BEIS), the Department for Work and Pensions (DWP), and the Health and Safety Executive (HSE). In addition, our client base includes research foundations, as well as other labour market agencies such as the Education and Skills Funding Agency.

**European public policy work:** is funded mainly by international organisations, particularly the European Commission and the European Parliament (and, to a lesser extent, bodies such as the International Labour Organisation and the Organisation for Economic Co-operation and Development – OECD). In addition, IES works for the main specialist

European agencies in our field, particularly the European Foundation for the Improvement of Living and Working Conditions (Eurofound), the EU Agency for Safety and Health at Work (EU-OSHA), and the European Centre for the Development of Vocational Training (CEDEFOP).

The Institute for Employment Studies is committed to equality of opportunity and we encourage diversity in the workplace. The current British and European law states that we cannot employ a person aged 16 or over who does not have permission to live and work in the UK. You should make yourself aware of how immigration laws apply to your situation before applying for any jobs (see UK Border Agency website).

Appointments will be subject to a report from the Disclosure and Barring Service or Disclosure Scotland.

We are also unable to apply for work permits/tier applications until all European Economic Area/European Union (EEA/EU) options have been eliminated. This effectively means that we are very unlikely to apply for a work permit/tier applications unless a candidate has rare skills, which we cannot source from within the EU/EEA.