



VACANCY

Pay and Reward HR Consultant/Researcher

Up to £43,000 depending on experience, plus benefits

We are looking for an experienced consultant/researcher who is both experienced in the detail and mechanics of pay and benefits practices and packages, and is fascinated by the broader context of government policy and academic research.

You will have immediate exposure to a range of clients and subject areas. At the Institute for Employment Studies, we consult broadly across all areas of pay and reward, with projects ranging from pay and productivity in the labour market, and research on the determinants of gender pay gaps, through to pay structure and bonus plan designs, and pay surveys. You will work with clients across private, public and third sectors, such as the UK Government's departments, agencies and pay review bodies, and private and third sector employers.

The Institute

The Institute for Employment Studies (IES) is a leading independent centre for research and evidence-based consultancy. IES provides its staff with an unparalleled opportunity to get involved in the forefront of evidence-based research, helping to bring about sustainable improvements in employment policy and human resource management. We are a registered charity, with over 40 multidisciplinary staff, plus UK and international associates.

For more information on the work that we do and clients we work with, please visit <https://www.employment-studies.co.uk/>.

The role

You will be researching and consulting on a variety of pay and reward topics, using a range of approaches to provide insights and knowledge to a variety of organisations.

In particular, you will:

- support the head of HR consultancy on a range of projects with clients across various industries. This will involve everything from day-to-day project management to preparing proposals and research designs, and from drafting and reviewing client reports to supporting the facilitation of client meetings;

- be expected to independently manage a wide variety of small- to medium-sized client projects;
- be able to use a wide range of research methodologies to a high standard, such as interviews, focus groups, and to be able to draw out key findings;
- act as a subject matter expert in pay and reward and be able to share your insights and knowledge to clients and wider audiences in an engaging manner; and
- contribute to the debate on pay and reward issues. For example, see our HR blogs: <http://www.employment-studies.co.uk/ies-reflects-blog/hr-blog>.

Who are we looking for?

We are looking for a talented pay and reward consultant who is:

- 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:

- an excellent understanding and knowledge in current pay and reward issues;
- confident communications skills, able to engage with a wide range of senior practitioners in the world of pay and reward and become recognised as an expert in their field;
- a degree in a relevant discipline and a significant track record;
- good analytical skills, intellectual curiosity and creativity;
- the ability to write well in an engaging manner;
- end-to-end project management experience and experience of managing others, clients and budgets; and
- confidence/ability to work in a changeable, fast-paced environment.

What we offer you

Our strongest offering is the benefit to your career and personal development that working with us will provide. Our people are acknowledged experts in their fields and you will learn by working on the challenging consulting and research projects we do.

Salary: up to £43,000, depending on skills and experience.

In addition, we offer:

- a salary supplement, depending on the Institute's financial performance;

- a contributory career-average defined-benefit pension scheme (USS), to which IES pays a monthly contribution of 18 per cent of basic salary and staff pay 8 per cent;
- 31 days' annual leave (includes four Christmas closure days), plus bank holidays; and
- considerable opportunities for development. The publication and dissemination of research findings is highly-respected and encouraged.

The role will be based either from our main office in Brighton (but with regular travel up to London) or based in our London satellite office near Westminster. There are opportunities for occasional home working.

We recognise that staff have lives outside of work, and offer part-time and flexible working opportunities, where possible, to support study and family commitments.

The Institute for Employment Studies is a registered charity (no. 258390). IES seeks to be an equal opportunities employer.

How to apply

Please submit a covering letter, demonstrating how you feel your skills and experience (based on the job description) can add value to IES. Please also send us your CV and your salary expectations along with a completed equal opportunities monitoring form to:

Email: careers@employment-studies.co.uk

OR

Careers, IES, City Gate, 185 Dyke Road, Brighton BN3 1TL

The equal opportunities monitoring form can be downloaded from the vacancy page of the IES website: <https://www.employment-studies.co.uk/our-people/vacancies>

Closing date for applications: **midday, Monday, 26 November, 2018**

Interview date: **Tuesday, 11 December, 2018**