

Advisor: Home Affairs and International Programmes

Permanent: 39 hours per week (part-time applications welcome)

Salary range: £30,000 - £45,000 per annum, plus benefits

Based in Central London

Overview of the Role and the Behavioural Insights Team

The Behavioural Insights Team (BIT) is looking for an exceptional candidate to join as an Advisor working across the Home Affairs and International Programmes policy portfolio. You will work on a range of projects across these policy domains looking at ways in which behavioural insights can be applied to policy problems.

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, partly owned by our employees, and have expanded considerably to meet the demand for our work both in the UK and overseas (with clients from Australia; Singapore; the USA; United Nations Development Programme; and the World Bank).

The Behavioural Insights Team advises governments around the world. We work in partnership with civil servants and frontline professionals; understand the context in which their citizens make decisions; use a huge range of academic research; and run randomised controlled trials. The team has a relaxed and non-hierarchical office culture. Staff regularly eat lunch together; play sport; and socialise outside of work time. As well as demanding professional excellence BIT expects all of our staff to adhere to the company values (social impact, empiricism and humility, fresh thinking, collaboration and public service) to help create a work environment which is fast paced, exciting and friendly.

Roles and Responsibilities

As an Advisor you will underpin a wide range of projects providing expert advice and project management. You will likely lead aspects of projects working to a Senior/ Principal Advisor, and will also undertake discrete pieces of work (such as literature reviews or scoping out various aspects on projects).

You will get regular exposure to a range of senior stakeholders and be expected to actively contribute to company development. Most of our advisors have a Masters degree in a relevant subject (economics, psychology or similar) and prior work experience in either a policy or consultancy role.

Key projects may include:

- ◆ Supporting the design and implementation of interventions to reduce witness attrition before trials
- ◆ Designing evaluation methods for overseas Governments to assess civil service culture and behaviours
- ◆ Designing communication materials

Essential

- ◆ An understanding of the behavioural science literature and how it can be applied to help solve complex policy problems;
- ◆ Ability to support the design and implementation of rigorous evaluations, including but not limited to randomised controlled trials;
- ◆ Good program and project management skills;
- ◆ Excellent written and verbal communication (for example ability to write short, to-the-point policy papers for Government Ministers or senior officials);
- ◆ Strategic thinking and creative problem solving;
- ◆ Strong teamwork skills - as a part of a small team you will need to be reliable and willing to take responsibility for the small details of projects, meetings and daily routines; and
- ◆ Experience developing or delivering government policy (for example, having worked in government or in public sector consulting).

Desirable

Finally, it would be desirable if you have:

- ◆ A Masters in a relevant subject area (including, but not limited to behavioural economics, psychology, design thinking, evaluation methods).

How to apply: To apply candidates should send their CV and cover letter (of no more than 2 sides of A4) detailing how they meet the essential criteria.

Applications should be submitted to jacqui.charlesworth@behaviouralinsights.co.uk by 9am on Monday 22nd February.

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.

The Behavioural Insight 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