

Associate Advisor: Graduate Opportunities

Permanent: 39 hours per week

Salary range: £25,000 per annum, plus benefits

Based in Central London

- *Are you passionate about improving public services?*
- *Do you know how to interpret a p-value?*
- *Have you read a peer-reviewed academic paper recently?*

If you answered yes to some of these questions - we would love to hear from you

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 goal of our Associate Advisors is to become a specialist in a policy area (e.g. health, crime, or economic growth) and to work as part of a team to produce work that has a social impact (through Government policy or otherwise). Associate Advisors have regular meetings with colleagues and clients and are expected to help deliver innovative, evidence-based projects.

Associate Advisors support BIT's three objectives:

- making public services more cost-effective and easier for citizens to use;
- improving outcomes by introducing a more realistic model of human behaviour to policy; and wherever possible,
- **enabling people to make 'better choices for themselves'**

The Behavioural Insights 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.

You will be given core training in BIT's methodology and opportunities to develop in a number of different areas including behavioural science, RCT's and general analytical skills.

Some of the policy questions faced by our Associate Advisors:

- What is the best way to stop criminal re-offending?

- Is there good evidence on how to help people switch to the best energy deal?
- How do you help adult learners succeed at college?
- Is there a way government can help people trying to lose weight?
- How do you test if psychology can encourage people to file their tax returns?

To find out more about the type of people who work in the team visit:
<http://www.behaviouralinsights.co.uk/people/>

Outline duties

Associate Advisors play a crucial role within the team and work on a range of projects undertaking different tasks. You can expect to:

- **Develop a specialist knowledge and become an 'insider' in the policy area** you are assigned to;
- Keep up to date with the latest evidence from behavioural science and write concise literature reviews;
- Develop and suggest workable, testable policy solutions;
- Help colleagues write policy notes for senior government stakeholders and other clients;
- Help design and implement randomised controlled trials and other research projects; and
- Engage with clients and attend client meetings in order to scope and progress work.

Essential

- Graduate (2:1 or higher in a relevant degree e.g. Economics, Psychology or related discipline);
- Strong conceptual and analytical skills;
- Strong communication skills, ability to communicate complex problems clearly;
- Excellent organisational skills;
- Strong IT skills (able to use MS office and Google docs); and
- Excellent interpersonal skills.

Desirable

- A good understanding and knowledge of the behavioural science literature;
- Experience working with data;

- Previous experience in experimental methods (perhaps as an RA or as part of a university project);
- Knowledge or experience in developing policy (either local, central government or consultancy context).

How to apply: To apply candidates complete their application through Applied using this link <https://www.beapplied.com/apply/47>

You must complete all sections of the application process including the work based test. The closing date for applications is noon on 4th January 2016.

Date of posting: 9th December 2015

Interviews and assessment tasks will take place in late January / February 2016 (exact dates to be confirmed).

Please note:

- 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.
- Due to the volume of applications received we are unable to provide feedback unless you are called for interview. Please ensure that you meet the requirements for the role.

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