Role Description: Advisor
Behavioural Insights Team: Australia

The Behavioural Insights Team (BIT) is looking for exceptional candidates to join our Sydney Office as Advisors.

About the Behavioural Insights Team

The Behavioural Insights Team (BIT) is a unique organisation. The UK Prime Minister set up the team in 2010 as the world's first government institution dedicated to the application of behavioural insights to public policy. We are now a world-leading consulting organisation with offices London, New York, and Sydney. Our mission is to help organisations around the world achieve social impact through the use of behavioural insights and rigorous evaluation.

BIT is a trusted advisor to governments and organisations around the world. We work in partnership with public servants and frontline professionals; spend time understanding the context in which people make decisions; source our ideas from the latest research in behavioural science; and apply a rigorous and evidence-based methodology by running randomised controlled trials to determine effectiveness of interventions before they are scaled.

BIT has a relaxed and non-hierarchical office culture. As well as demanding professional excellence, our passion for our values (social impact, empiricism and humility, fresh thinking, collaboration, and public service) has created a work environment that is fast paced, exciting and friendly.

About the Role

Advisors work across and lead aspects of multiple projects at the same time.

You will get regular exposure to a range of senior stakeholders and will interact with clients on a regular basis.

This will be a challenging and demanding role and you will be responsible for delivering high quality work to tight deadlines. However, we provide a nurturing environment to help you develop your skills and knowledge in the fast evolving field of Behavioural Science in public policy.

While you will be based in Sydney, there is likely to be travel required for work across Australia, New Zealand and Singapore.

Essential skills and experience

To succeed you will need to clearly demonstrate ability in the following areas:

- At least one to two years' experience in a policy-relevant field (e.g. government, academia, industry or for a consulting firm);
- Good understanding of the behavioural science literature and how it can be applied to help solve complex policy problems;

- A clear understanding of the strengths and weaknesses of different evaluation methodologies, including those that you are not an expert in;
- Ability to support the design and conduct of rigorous evaluations, including but not limited to randomised controlled trials;
- Ability to conduct inferential statistical analyses, including but not limited to linear and logistic regressions using statistical software packages (e.g. STATA, SPSS, R or SAS);
- A degree in a directly relevant subject area (including but not limited to behavioural economics, psychology, anthropology, sociology, design thinking or evaluation methods).

Most of our Advisors have a Master's degree in a relevant subject (economics, psychology or similar) and at least two to four years of relevant experience.

In addition you must demonstrate:

- Good program and project management skills;
- Excellent written and verbal communication;
- 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.

Desirable skills and experience

It would be desirable if you have:

- Experience in using and analysing large datasets (e.g. administrative datasets) for the purposes of evaluation or predictive modelling;
- Experience using qualitative analysis techniques; and/or
- Experience responding to competitive tenders and securing new work.

How to apply

The application process will be opened on the 18th of January 2016, when we will post a link to the application process on the Behavioural Insights Team's website.

The first part of the process will require a CV and will involve a set of multiple choice questions and free text questions to test your knowledge of Behavioural Insights.

<u>Closing date:</u> **11:59pm (AEDT) Sunday 7 February 2016**

If you have any questions, please contact us on recruitmentaus@behaviouralinsights.co.uk and we will respond during business hours.

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.