

## Role Description: Associate Advisor Behavioural Insights Team: Australia

The Behavioural Insights Team (BIT) is looking for exceptional candidates to join our Sydney Office as Associate 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 in [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

Associate Advisors get exposure to a range of policy areas and experiences, supporting multiple projects at the same time.

This will be a demanding role and you will be responsible for delivering high quality work to tight deadlines. However, you will be supported to quickly develop the skills to work independently. You will also routinely attend meetings with more senior members of the team and senior client stakeholders to develop key business skills. We make sure that 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 may be travel required for work across Australia, New Zealand and Singapore.

### Key skills and experience

To succeed you will need to clearly demonstrate ability in **at least one** of the following areas:

- Good understanding of the behavioural science literature and how it can be applied to help solve complex policy problems;

- Experience developing or delivering government policy (for example, having worked in government or in public sector consulting);
- Ability to support the design and running of rigorous evaluations, and conduct inferential statistics;
- Experience using software packages for either quantitative analysis (e.g. STATA, SPSS, R or SAS) or qualitative analysis (e.g. Atlas.ti);
- Experience in designing and evaluating social programmes using rigorous qualitative techniques
- A degree in a directly relevant subject area (including but not limited to behavioural economics, psychology, anthropology, sociology, design thinking or evaluation methods).

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.

### 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.

**Closing date: 11:59pm (AEDT) Sunday 7 February 2016**

*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.*