

Associate Advisor – Organisational Behaviour

Permanent: 39 hours per week

Salary range: £25,000 – £35,000 per annum, plus benefits

Based in Central London

The Behavioural Insights Team (BIT) is looking for an exceptional candidate to join as an Associate Advisor. You will work on organisational behaviour within organisations that operate in the areas of crime, justice and home affairs.

The Behavioural Insights Team

The then 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, owned by the Cabinet Office, Nesta (an innovation charity) and our employees.

The Behavioural Insights Team works with governments around the world in almost every area of policy. Whilst the subject and output of our projects varies considerably, there are common threads: we try to understand the contexts in which people make decisions; we notice small details; we find out what has and hasn't worked before; we come up with innovative ideas for solving policy problems and we measure everything we do as robustly as we can. As well as displaying professional excellence, BIT selects staff on the basis of our company values: always prioritising social impact; empiricism and humility; fresh thinking, collaboration; and public service.

Role and Responsibilities

The role will be primarily based in the Home Affairs and Security team, which currently works closely with the Home Office, the Ministry of Justice and several Police forces. You will work on a range of projects with organisations across these policy domains looking at ways in which behavioural insights can be applied to the challenges that these organisations face. For example, how can we help public sector bodies successfully recruit staff who proportionately represent the communities they serve? How could we redesign a public sector organisation's performance management system that both managers and employees embrace? Or how can you increase morale and staff engagement among Prison Officers?

As an Associate Advisor you will support a range of projects, providing advice and project management. You will lead aspects of projects, working to a Senior or Principal Advisor. You will also undertake discrete pieces of work (such as literature reviews, quantitative analysis or qualitative field work).

Broadly speaking, you will work on two types of projects: field trials, where you will support the design and implementation of large-scale randomised controlled trials with partners across the criminal justice system, predominantly in the UK but potentially overseas too; and policy advice at a more strategic level where you will

lead on the implementation of an impact evaluation. As a specialist in organisational behaviour, you will be expected to make a substantial contribution to BIT's thinking here, developing powerful new insights; keeping colleagues and partners abreast of the latest research; and demonstrating the pragmatism and agility to apply new insights in the field whilst respecting the requirements and limitations of our partners.

Essential

- ◆ An understanding of the behavioural science literature, particularly regarding organisational behaviour and how it can be applied to public sector organisations;
- ◆ An understanding of research findings relevant to organisational behaviour (with a primary focus on the areas of crime, justice and home affairs);
- ◆ Excellent organisational skills;
- ◆ Exceptional written and verbal communication, for example the ability to write concisely for government ministers or senior officials; and
- ◆ Be able to think strategically, challenge existing assumptions and think of creative solutions to problems.

Desirable

Finally, it would be desirable if you have:

- ◆ Previous experience in experimental methods (perhaps as an RA or as part of a university project);
- ◆ Competent analytical skills and an understanding of mixed methods of research and evaluation;
- ◆ Experience working on the development or delivery of policy in government, academia, industry, or for a consulting firm or a design agency; or
- ◆ A master's degree in a relevant subject area – including, but not limited to psychology (particularly industrial/organisational psychology or occupational psychology), behavioural economics, design thinking, or work experience in a relevant field.

How to apply: To apply candidates should upload their CV and complete their application through Applied: <https://www.beapplied.com/apply/0vsa7uKisS>

Date of posting: 20th January 2017

Close of Applications: 22nd February 2017 at midnight

Interviews and assessment tasks will take place: Late February 2017/ Early March 2017

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. Please ensure that you meet the requirements for the role.

To find out more about the organisation and the type of people who work in the team visit:

The Behavioural Insights 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