Senior Advisor – Crime, Justice and Home Affairs

Nine months fixed term contract (maternity cover): 39 hours per week
Salary range: £44,413 – £60,088 per annum, plus benefits
Based in Central London
Immediate start

The Behavioural Insights Team (BIT) is looking for an exceptional candidate to join as a Senior Advisor leading work on Crime, Justice and Home Affairs. You will lead a range of projects across the Home Affairs portfolio looking at ways in which behavioural insights can be applied to policy problems.

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.The Home Affairs team at BIT has worked with the Home Office, the Ministry of Justice, the Ministry of Defence, and several UK police forces.

Role and Responsibilities

As a Senior Advisor, you will be responsible for leading projects on crime and justice with a range of partners including UK police forces and government departments. You will be expected to deliver your projects to tight deadlines and budgets.

Working with team members, you will be expected to make a substantial contribution to BIT's thinking, developing powerful new insights. You will also be expected to demonstrate the pragmatism and agility to apply these new insights and run trials in the field whilst respecting the requirements and limitations of our partners.

Alongside managing projects, you will also be responsible for managing Advisors and Associate Advisors, both allocating work appropriately on projects and providing feedback and coaching as a line manager.

You will be responsible for providing expert advice to our partners. You will have regular exposure to senior decision makers and practitioners and be expected to rapidly develop a reputation as a trusted advisor to them. You will stay up to date with the latest policy

developments in the home affairs sector, writing short, to-the-point policy notes on how to apply behavioural insights to emerging priorities. You will give presentations and run workshops with partners to help them consider how they might use a behavioural approach.

You will also help to develop new project opportunities in the home affairs area either with the UK government or other organisations within the sector.

Essential

- ◆ An understanding of behavioural science and how it can be applied to help solve complex real life policy problems;
- ◆ An understanding of the home affairs policy area in the UK and internationally;
- ◆ Ability to support the design and implementation of rigorous evaluations, including but not limited to randomised controlled trials;
- ◆ Excellent written and verbal communication (for example ability to write short, to-the-point policy papers for Ministers or senior officials);
- ◆ A strong record of managing and delivering successful projects in the public policy context;
- ◆ Strong leadership and teamwork skills, including supporting team members to develop their own skills and expertise;
- ◆ Experience working with partners in government and the public sector; and
- ◆ Excellent client and stakeholder management skills.

Desirable

Finally, it would be desirable if you have:

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

How to apply: To apply candidates should upload their CV and complete their application through Applied: **https://www.beapplied.com/apply/pp0zzsisk9**

Date of posting: 11th April 2018
Close of Applications: 25th April 2018 at noon
Interviews and assessment tasks will take place: Early May 2018

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.

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

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