



# Senior Policy and Data Analyst

---

## Job description

Location	Hybrid: home and Westminster, London office
Tenure	Permanent, 5 days per week
Salary	£35,000 to £50,000 depending on experience
Closing date	Rolling recruitment

## About the role

This is an exciting opportunity to take ownership of high impact projects, help shape the development of our analytics tools, and make a real difference in social policy.

As a Senior Policy and Data Analyst, you will be the trusted expert on data quality, methodology, and quantitative analysis. Your role involves ensuring the integrity of our data and analysis by applying robust quality assurance and methodological standards. You'll analyse large datasets with precision, translating complex data into actionable insights that enhance welfare policy.

## Key Responsibilities

### Data Analysis & CTRS Modelling

- **Methodology & Insight:** Use SQL, Python, or R to analyse large, complex datasets, ensuring all research is methodologically sound and provides actionable insights for councils.
- **CTRS Modelling:** Lead sophisticated modelling to simulate the impact of Council Tax Reduction Scheme changes on residents and local authority budgets.
- **Continuous Improvement:** Mentor staff in data best practices and refine internal processes to maintain high delivery standards.

### Project Leadership & Delivery

- **End-to-End Ownership:** Manage the full lifecycle of client projects, ensuring they are delivered on time, within budget, and navigate risks effectively.



- **Product Evolution:** Collaborate with Engineering and Research teams to improve the accuracy and functionality of core products (**LIFT** and **Better Off Calculator**).
- **Strategic Impact:** Lead initiatives that reinforce the organisation's reputation for improving the lives of low-income families.

## Communication & Policy Advocacy

- **Stakeholder Engagement:** Act as a primary contact for clients, facilitating workshops to gather requirements and translate complex data into strategic advice.
- **Content Creation:** Produce high-quality blogs, reports, and presentations that demystify welfare policy and communicate findings to a broad audience.

## The Ideal Candidate

### Essential Skills:

- **Technical Proficiency:** 2–3 years of experience in quantitative analysis with a focus on manipulating and retrieving data from complex sets.
- **Advanced coding:** Experience writing clean, reproducible, and reliable code in R or Python.
- **Methodological Excellence:** Proven ability to apply statistical or longitudinal analysis in a professional or academic setting, ensuring all outputs are robust and accurate.
- **Project Leadership:** Experience leading the end-to-end delivery of client projects, meeting tight deadlines without compromising on quality.
- **Effective communication:** Excellent written communication skills, with a track record of producing high-quality reports, presentations, or blog posts. You enjoy demystifying technical jargon, whether you are facilitating a workshop for council leaders or writing an engaging blog post for a wider audience.
- **Collaborative Spirit:** A team player who enjoys working across departments (Product, Engineering, and Research) to drive continuous improvement.
- **Mission-Driven:** You are motivated by Policy in Practice's goal of improving the lives of low-income and vulnerable families through data-led insights.

### Desirable:

- **Sector Experience:** Prior experience working in social policy, local/central government, or providing frontline welfare support.
- **Subject Matter Expertise:** Strong existing knowledge of the UK benefits system and the ability to explain complex policy issues to non-technical audiences.
- **Analytical Rigour:** You have a "quality-first" mindset, with a proven ability to validate large datasets and software products against rigorous research standards.
- **Policy Enthusiast:** You possess (or have the aptitude to quickly build) a deep understanding of the UK benefits system, CTRS, and local government legislation.



- **Independent Driver:** You are comfortable managing multiple clients and projects independently, maintaining momentum while ensuring all stakeholders stay informed.

## About Policy in Practice

Policy in Practice believes data and technology have the ability to empower people and change lives. Our goal is to be the single point of access for all people on means tested benefits, and enable effective public services through citizen centred services.

We aim to reach as many households as possible across the UK. We will do this via growth of existing products in public and private sector organisations, and through expansion into new markets.

Policy in Practice is at a pivotal point as we continue to move from start up to scale up. We have invested in our capability, and development has moved from ideas to prototypes and in some cases to production.

## Policy in Practice's vision and mission

### Vision

We believe data and technology have the ability to empower people and change lives.

### Mission

Empower people via proactive, integrated support.

We will help more people to live better lives using our expertise in social policy, data and technology.

We are transforming the way society supports low income families through citizen centred approaches. We focus on improving how all policy areas, sectors and journeys combined can have an impact on people and their outcomes.

### Values

Purposeful and passionate

- We push for opportunities to improve, not just for our clients or for ourselves, but also for the people who need our help.
- We take responsibility. Details Matter. We have a genuine passion to help people, with a willingness to take action.

Insightful and impactful



- We go beyond straightforward analysis to get to the ‘So What?’, driving our policy insight and services to deliver impact.
- We think deeply and communicate simply in a way that helps people make the right decisions.

Respectful and supportive

- We are willing to discuss and debate openly, listening to both sides and relying on evidence and strong relationships to reach shared positions.
- We have each other's back.

## Why work here?

Working at Policy in Practice is not just about maximising our own profit and product performance. It is also about what is right for people in the UK and the system supporting them.

We are a team of professionals with extensive knowledge of the welfare system who are passionate about making social policy work. We love what we do, have fun and, while we recognise the importance and impact of our work, we take life-work balance seriously.

- Working in a thought-leading organisation where you can empower people and change lives.
- Flexible working arrangements with hybrid and remote working available
- Opportunities for quick career progression

Policy in Practice colleagues say:

“Everyone is lovely and we do such impactful work. There is a very caring employee culture, and a drive to share expertise.”

“I appreciate how our work helps shape policies and the supportive team environment here encourages everyone to grow. Flexible working options make it easier to balance life and work and our inclusive culture makes this a welcoming place to be.”

“The work is extremely meaningful and translates directly into tangible benefits.”

## How to apply

Please send your CV with a cover letter that clearly outlines your suitability and your interest in the post to [jobs@policyinpractice.co.uk](mailto:jobs@policyinpractice.co.uk) as soon as possible.