



Policy in Practice

Policy and Social Research Analyst

Location: Westminster, London
Salary: £22,000 - £30,000
Role: Full time, Monday to Friday
Closing date: Monday 18 June at 17:00
Start date: As soon as possible

About Policy in Practice

Policy in Practice is an award-winning, socially focused start-up company established in 2013. We are experiencing ongoing growth for our products and services and are very excited for the future.

Government policy is complicated, confusing and ever changing. This makes the welfare system difficult to understand, to communicate and administer.

We believe the welfare system can work more effectively and help people towards greater independence.

We simplify the welfare system for individuals and organisations. We help people on low incomes understand how government policy affects them so that they can make better decisions and lead more fulfilling lives. Local authorities use our analytics to see how individual households are affected by the combination of national and local policy changes, now and in the future. Our tech engine models how the policies of four government departments affect thousands of families on low incomes. We use a scientific approach to data visualisation that can drill down to individual households, track the effectiveness of support and help people to take control.

We have so far supported over 75 local authorities, housing associations and welfare to work organisations in their efforts to improve the future for many people across the country. Our work has reached over 1 million of the 8 million households that are affected by the welfare system, and our analysis has been widely covered in press and broadcast media.

Our mission is to reduce poverty which we do through our:

- [Benefit and Budgeting Calculator](#), which provides personal budgeting support and promotes work by providing clear, better-off-in-work calculations
- [Low Income Family Tracker](#), which helps local authorities target resources more accurately, spend money more effectively and meet their statutory obligations

While this is a huge achievement, it's not enough. We strive to reach every household impacted by welfare reform to bring positive change to their lives, now and in the future. We can only do this through our continued growth and development, and by bringing our



influence to bear on policies of the future.

About the role

We are looking for an impact-oriented analyst with proven quantitative research skills at postgraduate level to help us deliver client projects. You must be passionate about improving how public services are researched, analysed and delivered. Additional coding skills are highly desirable.

Previously successful policy and research analysts include PhD-level researchers and writers who have studied in the fields of economics, politics and public policy.

The ideal candidate will demonstrate an interest in social policy and be passionate about making change happen at a practical level. They will utilize their excellent quantitative analysis skills to design and develop relevant and often new research methodologies to address the research objectives set out by our clients, and influence and build relationships quickly. They will compile and analyse quantitative and some qualitative data on areas such as low-income households and the benefit system, prepare reports and present results that communicate succinctly and powerfully the main findings and conclusions to our clients.

Your main responsibilities will be to ensure that we deliver excellent services to our clients and develop our analytics service to have a tangible and positive impact on people.

You will be supporting the Director, Head of Policy, and Policy Analysts in each of their roles, as well as undertaking research of your own. On a policy level you will be advising our clients (Local Councils, Central Government and private organisations) on the relevant implications of upcoming policy changes on their responsibilities as institutions. This requires an understanding of the workings of policy and an eagerness to understand the detail of welfare policy in particular. Responsibilities may develop and change quickly, so you will quickly gain an insight into each area that Policy in Practice works in.

The position is offered as a full time permanent contract.

The ideal candidate

- Minimum of a well recognised Masters in Economic, Political or Social Sciences
- Fluent and proficient in both verbal and written English (to academic standard)
- Independent self-starter with a passion for solving social issues, an interest in policy or politics and commercial awareness
- Organised and professional with strong research and analytical skills
- Highly literate, numerate and comfortable with large datasets, including familiarity



Policy in Practice

with data analysis or coding software (ideally Stata, Tableau, ArcGIS, R-Studio, JavaScript or SQL)

- Demonstrable ability to translate data into meaningful analysis and to convey this to a wider audience, with specific evidence of:
 - working with complex data manipulation and analysis
 - having completed quantitative and ideally qualitative research in social protection, ideally in more than one country
 - presenting results of research to sponsors
 - working directly with institutions which focus on social policy, either internationally or nationally in the UK

Highly desirable

- Experience with Open Data including census data and/or Family Resources Survey (FRS) data
- Presentation at conferences and/or publication of research findings
- Involvement in research and grant proposals

How to apply

Please send your CV with a covering letter that clearly outlines your qualifications, suitability and interest in the post to admin@policyinpractice.co.uk by Monday 18 June at 17:00.