Policy in Practice

Welfare Policy and Data Analyst

Job description

Location	Hybrid: home and Westminster, London office
Tenure	Permanent, 5 days per week
Salary	£30,500 - £40,000 depending on experience
Closing date	Rolling recruitment

About the role

As a Welfare Policy and Data Analyst, you will join the team delivering and improving our products to drive ever greater value and impact for our users. You'll be key to projects and data analysis where your role will be to get the most out of the data we use to generate insights and recommendations to policy decision makers.

Key responsibilities

- Ensure our core products, LIFT and the Better Off Calculator, are accurate, easy to use and delivered to schedule
- Support testing and development of our software and analytics products
- Present our services to clients, informing them about our work
- Training new users in our software, both in person and online via webinars
- Deliver analysis for local authority clients and contribute to research, presentations and publications on policy affecting low-income households
- Analyse large datasets and convert findings into meaningful policy insights
- Carry out fast and effective research into relevant policy debates and discussions related to social security and other areas of social policy to generate relevant content for blog posts, the website and social media

The ideal candidate

You must be passionate about solving social issues and using data to improve public services, and keen to develop a high level of welfare policy knowledge (existing knowledge is desirable).

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Essential

- A strong interest in policy and politics affecting low-income households and a passion for solving social issues in the UK.
- Experience or demonstrable knowledge in welfare rights advice.
- Organised and professional with demonstrable attention to detail and a problem solving attitude.
- Proven ability to partner effectively with stakeholders to understand their needs, design impactful analysis plans, and deliver actionable insights within tight deadlines.
- Excellent written and verbal communication skills, with the ability to translate data into meaningful analysis and convey this to a wider audience via blog posts and presentations.
- Experience working with data and familiar with quantitative methodologies, including statistical analysis in an academic or professional setting.
- Experience working with large complex datasets, particularly in manipulating and retrieving data using Excel or SQL.
- Team player who enjoys being part of a collaborative, dynamic company
- Interest and aptitude for ongoing learning and development across the various technologies we use at Policy in Practice.

Desirable

- Proficiency in coding software such as R, Stata or Python.
- Experience working in social policy, providing frontline welfare support, or working in local or central government.

Why join Policy in Practice?

- Work in a thought-leading organisation where you can empower people and change lives.
- Flexible working arrangements with hybrid and remote working available
- Policy in Practice continues to move from start up to scale up, offering a wide range of opportunities for career progression.

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.

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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.

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.

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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.

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 as soon as possible.