

# **Engage Britain**

**Senior Analyst Application Pack**  
**Job Ref: EBSA013**

Dear Applicant,

We're delighted that you are interested in joining Engage Britain. This is an exciting charity with funding to allow us to plan over a five-to-ten-year period.

Engage Britain's mission is to bring together people from across the country to find ways forward on the biggest challenges we face; challenges that affect everyone. We know that things like access to health and care services, how we recover from the effects of Covid-19 and ensuring opportunities for families living in poverty are hugely important, and that issues like immigration split opinions.



Sometimes challenges of this scale feel unsolvable; too big or too divisive to tackle. But we think the opposite. We believe that the people living in Britain can and will come up with ways forward, by working together, engaging with each other, and learning from our differences.

Engage Britain brings people together to share their views, knowledge and experiences, and find answers to these challenges. But we don't stop there. We then work with people – communities, citizens, practitioners, politicians – to make these ideas happen. Ultimately, our ambition is to make Britain work better for us all.

We're a flexible employer and welcome applications from candidates who might want to work flexibly. We're interested in hearing from candidates who are based anywhere in the UK, as you will be able to work remotely. If, having considered this brief, you believe you have the skills and qualities we are looking for, we very much look forward to hearing from you.

**Julian McCrae**  
**Director**

# About Engage Britain

## Our approach

Engage Britain puts people at the heart of policy development, ensuring that those who are affected by policies can contribute their knowledge and experiences to their creation. Great ideas come from combining our different views, knowledge and experiences, so we bring people together to talk and listen. Where voices have been excluded or unheard, we make sure we're all equally involved in finding answers. Where the problem is rooted in our differences of opinion, we work together to build on the things we agree on.

As ideas emerge, we test these ideas, learn from and re-test them until everyone is confident that they will make a positive difference. And then we work together – with citizens, practitioners, communities and politicians – to make them happen and use them to improve people's lives.

Our differences are not something to be feared; our differences will enable us to create imaginative, practical and radical answers to the challenges facing our country.

## Our work

How we approach the challenges our country faces needs to change – and fast. In local communities across our country, people are already providing radical, simple answers to tackle seemingly impossible problems. We need to transfer this energy and ingenuity to tackling the challenges facing the entire nation.

The people living in Britain understand the challenges we all face, and great ideas come from combining our different views, knowledge and experiences. By working with and learning from each other, we can together develop new solutions to our greatest challenges and make Britain a better place for us all to live.

In 2021, Engage Britain started work on our first challenge – how to make sure everyone can access the health and care support they need, and how to fund this. This was identified as the top challenge facing our country through work Engage Britain had done with a variety of audiences. In 2022, we'll be starting work on our second challenge – how to provide opportunities for those struggling to afford the basics.

Our success depends on those directly affected by these challenges being central to our work. We have been working in partnership with service users and practitioners, and with think tanks, advocacy organisations and academics. At each stage of our projects we test emerging solutions with members of the public, practitioners, experts, politicians and policymakers, so we can ensure that they're practical, implementable, affordable, and politically sustainable.

## **Our vision**

Within three years, Engage Britain will:

- Have proved the power of a new approach to policy making, with people engaging with each other to develop ways forward.
- Have developed credible and inclusive ways forward, and have worked with others – whether charities, practitioners or the public – to bring them about.
- Be at the centre of a network drawn from every level of society – people who share an interest in making Britain work better for us all.

## **Analysis at Engage Britain**

Engage Britain takes an exciting and novel approach to analysis that puts people at the heart of everything we do. We work with people from all over Britain on the challenges we face, both helping them to understand issues and drawing on their huge range of knowledge and lived experience. This means we work with a real variety of exciting analytical tools and methods. On a given day, an analyst might be convening a collaborative sensemaking workshop to make sure project participants can co-create analysis in the morning, analysing trends in polling data in the afternoon and ending the day on a call with the UK's foremost deliberation and design experts to shape the next phase in our project.

The role of analysts at Engage Britain is to help people access and make sense of qualitative and quantitative information, to think through how information relates to policy challenges and what should be done – all to help them find answers to our country's challenges. We support Engage Britain's projects by developing advanced, balanced and accessible analyses, drawing on a wide range of techniques from participatory interview methods to data modelling. We also make sure information flows between projects and project phases.

Analysts drive our learning about new and existing methods for public opinion research, deliberation, design and policy testing. We work with Programme Directors on project strategy and vision for our work. We also provide insights related to policy and public attitudes to inform Engage Britain's strategic direction, advocacy, communications and partnerships work.

## **Culture**

Engage Britain is committed to creating a culture where people from different backgrounds can come together to share their views and voices. We see difference – both in our work and in our employees – as a strength. We actively encourage applicants from all ethnicities, those who identify as LGBTQ+, Disabled people, those from a range of political backgrounds and locations across the UK, and those with or without a university education, to apply for roles. We're also a family friendly organisation, and we're open to different flexible working arrangements from people across the UK. We very much look forward to hearing from you.

You can find out more about us at [engagebritain.org](https://engagebritain.org).

# About this role

**Role title:** Senior Analyst

**Accountable to:** Health and Care Programme Director

Engage Britain is looking for an experienced Senior Analyst, who will primarily work on Engage Britain's [Health and Care project](#). This role will also involve supporting other projects that Engage Britain is working on, including tackling poverty, and organisation-wide agendas.

This role will lead on the analysis within the project, undertaking and commissioning advanced, balanced and accessible analysis. You will lead work supporting participants to make sense of information about what people think about policy challenges, what they think should be done and what they've experienced. This may include analysing recorded discussions, commissioning and analysing polling data, conducting desk research and leading workshops or interviews. You will also advise on project strategy and choice of project methods. This may include staying attuned to best practice on public opinion research, deliberation, design and policy testing, carrying out evaluations and contributing to commissioning processes. You will be confident in presenting findings to all of our audiences, and take forward insights from it to help inform Engage Britain's strategic direction, advocacy, communications and partnerships work.

## Key responsibilities of the role:

- Lead on delivering or commissioning advanced, balanced, authoritative analysis based on quantitative and qualitative information, as well as the most effective participatory approaches.
- Write up and present high-quality analysis in clear, accessible and innovative ways for our various audiences.
- Work with the Head of Analysis and Programme Directors on project strategy, methods evaluation and the design of analytical processes.
- Lead on delivering new or existing methods for public opinion research, deliberation, design and policy testing.
- Promote our analytical work and project outcomes with politicians, journalists, academics, campaigning groups and professional organisations, and support the development of these relationships.
- Maintain an understanding of the public opinion, policy and political landscapes to aid Engage Britain's project work as well as its wider work on the public's priorities.

*The key responsibilities is a broad summary of the role; it does not cover every task which may arise within the post at various times. The post-holder will be expected to work flexibly and carry out other duties as required from time to time. The role will also entail some travel, mainly within the UK.*

## Person specification

The successful candidate will be able to demonstrate most of the following capabilities:

### *Knowledge and experience*

- Proven track record of undertaking, and preferably also commissioning, high quality policy analysis, gained in a research, governmental and/or NGO environment.
- Experience of communicating complex analysis in clear, accessible and innovative ways.
- Experience of working in partnership with other organisations to successfully deliver for both parties.
- Knowledge in the use of deliberative, design and public opinion methodologies in formulating public policy.
- Knowledge of the British political and public policy environment.

### *Skills and abilities*

- Strong interpersonal skills and a natural empathy with people from a range of backgrounds.
- Outstanding analytical skills with the ability to quickly grasp issues and draw on a range of qualitative and quantitative analytical techniques.
- Outstanding ability to analyse and compellingly present information.
- Very strong written and oral communication skills.
- Ability to work to tight deadlines and to ensure that projects stay within deadlines.

### *Personal style*

- Embraces an open culture and communicates well internally and externally.
- Collaborative attitude and seeks to motivate colleagues.
- Team player and keen to get involved at all levels.
- Demonstrable passion and commitment to Engage Britain's mission and values.

## Further information

**Salary:** £39,000 - £50,000 FTE dependent on experience.

**Location:** We encourage applications from people based all over the UK, as you will be able to work remotely. However, you will need to travel to London or another location around twice a month for regular in-person team days. Other occasional travel across the UK may also be required.

**Contract:** The successful candidate will join on a permanent contract subject to a three-month probationary period.

**Working hours:** Standard working hours are Monday-Friday (09:00-17:30) 37.5 hours a week, but we are open to discussing flexible working patterns. There may be occasions when you will be required to work outside of these hours.

**Equal opportunities:** Engage Britain is committed to creating a culture where people from different backgrounds can come together to share their views and voices. We see difference – both in our work and in our employees – as a strength. We actively encourage applicants from all ethnicities, those who identify as LGBTQ+, Disabled people, those from a range of political backgrounds and locations across the UK, and those with or without a university education, to apply for roles. We're also a family friendly organisation, and we're open to different flexible working arrangements from people across the UK.

**Work eligibility:** Applicants must be able to demonstrate their right to work in the UK.

## Benefits

**Family friendly policies:** We offer a range of flexible working options and enhanced parental leave packages.

**Pension scheme:** Engage Britain has a pension scheme and offers a fixed 5% employer contribution and a minimum 5% from employees of your gross monthly salary.

**Annual leave:** 30 days holiday entitlement in addition to the usual bank holidays. Annual leave and bank holidays will be pro-rated for non-full-time posts and staff who start part-way through the holiday year.

**Life insurance:** We offer 3x times your salary to your nominated beneficiaries in the sad event of an employee death.

**Wellbeing incentives:** We have wellbeing benefits including an Employee Assistance Programme (EAP).

## How to apply

As an employer we use a platform called [Applied](#) for applications. Applied seeks to remove unconscious bias from hiring processes.

### The application process:

- We ask for candidates to complete **four** short answer questions.
- Reviews of short answer questions are blind sifted. Each of your answers will be reviewed separately and will be anonymous. Reviewers will have banks of questions to review across various candidates, so they won't see your full application in one go. It is therefore essential that you treat each question individually and do not make links to other questions, for example by saying "please see previous question".
- You will be asked to upload your CV. However, to maintain the blind process for the review stage we will only look at CVs at the point in which we are shortlisting (and not before the review stage).

To apply for this role <https://app.beapplied.com/apply/oba5q75drk> (please do not send CVs separately).

**NB: If you have a disability and would prefer to apply in a different format or would like us to make reasonable adjustments to enable you to apply, please let us know by emailing us on [recruitment@engagebritain.org](mailto:recruitment@engagebritain.org) or calling on 020 3031 8190.**

### Equal opportunities monitoring

Engage Britain collects equal opportunities monitoring information with applications through the Applied platform. This information is anonymised and is only for monitoring purposes.