**Senior Research Analyst**

**Salary £40,000**

**About EngineeringUK**

EngineeringUK is a not-for-profit organisation that works to inspire tomorrow’s engineers and increase the talent pipeline into engineering through educational initiatives. We run two national educational programmes:

* The Big Bang UK Young Scientists & Engineers Fairs
* Tomorrow’s Engineers, a programme of coordinated schools outreach and careers inspiration which seeks to create the next generation of engineers.

These initiatives are underpinned by evaluation activities to assess the impact of their effectiveness, as well as wider research concerning the skills supply and demand in the engineering sector.

**About the role**

We are embarking on an exciting new strategic plan, with a core element of that plan to:

* Become the recognised, trusted voice and thought leader by government, employers and professional institutions on the engineering labour market, talent pipeline and best approaches to engage young people
* Establish EngineeringUK as the leading centre for data and analysis on the current and future labour market and skills needed for engineering

Reporting to the Head of Research, youwill work on the delivery of our research into key issues for the engineering and educational sectors, such as the STEM skills shortage, gender underrepresentation within the engineering profession, and the technical education landscape, to produce a robust evidence base for policy and practice.

You will be the operational lead on EngineeringUK’s national survey of young people, teachers, and parents, and have a key role in developing and delivering the organisation’s research reports, briefings, and flagship biennial report, *The State of Engineering,* an authoritative reference document widely used by government, educators, and industry.

An integral part of this role will involve undertaking in-depth analysis of large-scale datasets and distilling the findings in a meaningful way to shape and evidence the direction of EngineeringUK’s work and the wider policy environment. Therefore essential is a high degree of attention to detail, alongside strong competency in quantitative research methods, excellent writing skills, and the ability to manage complex projects in a deadline driven environment.

The role will be based at the EngineeringUK offices in Woolgate Exchange, Basinghall Street, London, EC2. It may involve occasional travel, including attendance at The Big Bang Fair in Birmingham in March.

### Role responsibilities

* To lead on the delivery and analysis of EngineeringUK’s *Engineering Brand Monitor*, a national survey of young people, teachers, and parents on their perceptions, understanding, and knowledge of STEM and the engineering profession
* To undertake research into the engineering labour market, talent pipeline and best approaches to increasing young people’s understanding of the engineering profession and the academic and vocational pathways into it. This will include:
	+ Undertaking literature reviews of existing information
	+ Identifying appropriate methodological approaches, in consultation with the Head of Research, and designing and conducting primary research
	+ Leading on analysis of large-scale datasets, including those collected to evidence the impact of EngineeringUK’s activities and external datasets such as the Labour Force Survey, Working Futures, HESA student record and Destination of Leavers from Higher Education Survey
* To author content for the *State of Engineering* report and support delivery of its associated outputs, including research reports/briefings, infographics, interactive dashboards, and Excel data tables
* To lead on data collection and analysis to support internal decision making and organisational performance – for example, a Net Promoter Score Survey with key stakeholders
* To support the ongoing development and delivery of EngineeringUK’s research programme and efforts to establish a robust evidence base to influence policy and practice relating to the skills shortage
* To improve data collection and analytical approaches and enforce research ethics, data storage and data management protocol, ensuring that research is conducted in line with relevant policies, codes and applicable legislation
* To support the development and ongoing maintenance of a research online hub and library
* To positively represent EngineeringUK externally, communicating its research findings and identifying opportunities to forge relationships that benefit the organisation’s strategic objectives
* To collaborate with the wider team to ensure we derive maximum leverage from our research and evaluation output
* To respond to research and data-related queries from the engineering sector and internal colleagues
* To keep up-to-date with developments in education and/or STEM-related policy and available data, as well as research methods

## **Other duties**

This job description sets out the requirements of the role at the time it was drawn up and which may change over time. The Senior Research Analyst will be expected to undertake other tasks or duties as required; work in line with EngineeringUK’s Quality Management System (QMS); and comply with EngineeringUK’s data protection policies at all times.

**Person specification**

### Educational requirements

* A first degree or equivalent evidence of analytical and problem-solving ability
* A qualification and/or in work training in the application of research methods or similar

### Essential experience and attributes

* Passion for and experience in researching social issues, preferably in the skills or education arena
* Experience working on research projects from conception, developing appropriate methodologies and corresponding primary research instruments for social research
* Excellent statistical skills, with experience analysing large-scale datasets using inferential techniques (e.g. regression and multivariate analysis, propensity score matching)
* Experience in undertaking literature searches and reviews, identifying relevant evidence, appraising its quality, and summarising the body of existing work
* Strong written and verbal communication skills, with experience producing research reports and presenting findings to a range of audiences
* Strong time management skills, with experience working on multiple research projects at once, adapting to changing priorities, and meeting hard deadlines
* Ability to work independently and prioritise own tasks and time, but also take direction, be flexible and work collaboratively with others, contributing to team decisions and facilitating cross-organisational working
* Excellent IT skills, with experience using Excel and statistical analysis software (e.g. SPSS, STATA, R, SAS or similar)
* A team player, contributing to team decisions and facilitating cross-organisational working
* An understanding of ethical and legal aspects of social research and the ability to adhere to appropriate research ethics and data protection protocol

### Desirable experiences and attributes

* Knowledge of skills and educational policy
* Experience analysing education and workforce datasets, such as UCAS applicant data, HESA student records, National Pupil Database, Labour Force Survey, Working Futures, Inter-Departmental Business Register, etc.
* Experience in monitoring and evaluating the impact of educational interventions
* Experience in engaging with stakeholders, fostering collaboration with external partners on shared objectives and involving users in the development of research
* Experience using computer-assisted qualitative data analysis software (CAQDAS) (e.g. Atlas.ti, NVivo or similar)

**Applying for this role**

Please send a CV and statement in support your application (detailing how you fulfil the key criteria for the role) by email to HR@engineeringuk.com, quoting the job title in the subject of your email. **Your personal statement should include a short paragraph on each of the criteria listed in the Person Specification to show why you would be a suitable candidate for this role.**

The deadline for applications is before 12:00 noon on 6 September 2018.

**Interviews**

Applications will be assessed against the requirements for the post as set out in the Role Profile and Person Specification. We aim to notify candidates who have been shortlisted on 10 September. If you have not heard from us after this date, please assume that you have not been successful.

First interviews will be held 17-19th September.