Senior Research Analyst

Permanent full-time role, job-share considered

£36,767 - £47,582, depending on experience

**We're looking for an experienced research analyst to lead our national survey of young people, teachers, and parents and have a key role in developing and delivering our organisation’s research reports and briefings. If you have 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, we’d love to hear from you.**

Research is integral to EngineeringUK’s critical mission to increase the number and diversity of young people who pursue engineering. We use evidence to make a real difference. Through research insight, we work to improve the impact of 150 organisations, as well as our own, and make a positive difference to young people’s lives and securing the engineering workforce the UK needs to thrive.

Reporting to the Head of Research, youwill have a lead role researching key issues for the engineering and educational sector. These include examining:

* young people’s perceptions, understanding, and knowledge of STEM and the engineering profession
* the impact of parental and teacher influences on young people’s career and educational choices
* root causes of underrepresentation within the engineering profession
* issues of equality, diversity and inclusion relating to access, take-up and attainment in STEM education and outreach
* the impact of Covid on young people’s career considerations; schools’ ability to provide high quality STEM and careers education; and employers’ ability to support delivery of technical and vocational education
* the effectiveness of various activities in inspiring more young people to pursue an engineering career, particularly those from groups historically underrepresented in the engineering sector.

The role will be based at the EngineeringUK offices at 10 Lower Thames Street, London EC3R 6EN and may require occasional travel in the UK, though all staff are currently working from home in line with government guidelines.

**Applying for this role**

EngineeringUK is an inclusive organisation. We welcome everyone from all talents and backgrounds and enjoy working together on many projects that draw on people’s skills and perspectives from across the organisation. Each applicant is assessed solely on the basis of personal merit and qualifications, regardless of gender, sexual orientation, pregnancy or maternity, marital or civil partner status, gender reassignment, race, colour, nationality, ethnic or national origin, religion or belief, disability or age.

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 1 March 2021. Interviews will be held virtually, with first interviews taking place on the 8 March and second interviews on the 12 March.

**About EngineeringUK**

### EngineeringUK is a not-for-profit organisation, which works in partnership with the engineering community to inform and inspire young people and grow the number and diversity of tomorrow’s engineers. We work locally, regionally and nationally with a wide range of organisations across business and industry, education, professional institutions and the third sector to understand the engineering sector and the skills it requires. We work in partnership with these organisations to develop and promote effective initiatives and programmes to inspire young people to consider a career in engineering.

Research is integral to EngineeringUK’s organisational mission to increase the number and diversity of young people who pursue engineering. Reporting to the Head of Research, youwill have a lead role researching key issues for the engineering and educational sector, including:

* young people’s perceptions, understanding, and knowledge of STEM and the engineering profession
* the impact of parental and teacher influences on young people’s career and educational choices
* root causes of underrepresentation within the engineering profession
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This will involve developing primary research instruments, project managing and overseeing fieldwork (commissioning external agencies to do so when appropriate), undertaking in-depth analysis of large-scale datasets, and distilling findings in a meaningful way to shape EngineeringUK’s work and the wider policy environment. As such, the successful candidate will need to demonstrate excellent knowledge of research methods, strong quantitative analysis and writing skills, and experience managing research projects from conception to completion.

### Role responsibilities

* To lead on the delivery and analysis of national surveys of young people, teachers, and parents on their perceptions, understanding, and knowledge of STEM and the engineering profession
* To design and conduct primary quantitative and qualitative research, identifying appropriate methodological approaches, in consultation with the Head of Research, to do so
* To lead analysis of large-scale educational and workforce datasets, such as the Labour Force Survey, National Pupil Database and Higher Education student record
* To manage research commissions and oversee external research agencies, including managing data specifications and logistics for fieldwork as well as quality assuring their work
* To author content and support delivery of research reports/briefings, infographics, interactive dashboards, and Excel data tables
* 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
* To enforce research ethics, data storage and data management protocol, ensuring that research is conducted in line with relevant policies, codes and applicable legislation
* 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.

### The role will be based at EngineeringUK’s offices at 10 Lower Thames Street, London EC3R 6EN and may require occasional travel in the UK. All staff are currently working from home in line with government guidelines and we anticipate that there will be greater flexibility to work from home as well as in the office post-pandemic.

## **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

* 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
* Excellent 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, 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 in engaging with stakeholders, fostering collaboration with external partners on shared objectives and involving users in the development of research
* Experience analysing education datasets, such as the National Pupil Database (NPD) or apprenticeship and higher education datasets
* Experience analysing workforce datasets, such as the Labour Force Survey, Employer Skills Survey, Interdepartmental Business Register (IDBR), or Working Futures
* Experience in monitoring and evaluating the impact of educational interventions
* 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 15 February 2021.

**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 by 17th February. If you have not heard from us after this date, please assume that you have not been successful.

First interviews will be held on the 22nd February and second interviews on the 26th February. If you would like us to make any specific arrangements to facilitate a fair interview due to a disability, please let us know.

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