

## Job Profile - Research Officer

**Salary:** £47,394 - £54,222

**Grade:** Zone 4, Level 2

**Term:** Permanent

### About Camden

'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all, specifically from within Parking Services.

### About the role:

As a Research Officer, you will work on research projects, and review research and evidence that is relevant to policy making in the Council.

We're looking for curious, analytical and creative people who want to develop leadership skills and bring together different disciplines to work towards a shared goal, supporting the organisation in improving people's lives. Curious to understand what's really at the heart of a problem, and about other people's experiences and perspectives. Humble in recognising what they don't know and expert at working with others with different knowledge and expertise. Creative in bringing together different types of information to tell a story and flexible to change their approach as they learn, to test things out and adapt what doesn't work.

You will be part of the Insight, Learning and Impact team – we are a new team that brings together data and evidence to generate insights to improve evidence-based decision making in Camden. This team is part of the wider Strategy and Design team and works across the whole breadth of the Council's remit. It is responsible for delivering key products such as [the State of the Borough report](#), Corporate Performance reporting, the Good Life Camden framework and data dashboard, the Borough Profile and other demographic data products, as well as developing monitoring and evaluation frameworks for Council priority work such as the [We Make Camden Missions](#).

We champion new and different ways of solving problems, promote inclusive and equitable approaches, and create a culture of continuous learning to ensure that we achieve the outcomes that meet the needs and expectations of both our residents and staff in a sustainable way.

This is a key role needed to support the development of evidence-based approaches to policy work across the organisation in order to fulfil the Council's overall corporate strategy and improve outcomes for both residents and Council staff. This will include research and analysis of a range of evidence bases, the preparation of briefings and reports for Council leadership, and engaging across the whole spectrum of the Council's stakeholders, from its elected members to the residents they serve.

The Research Officer will report to the Senior Research Officer in the Insight, Learning and Impact team.

### **The role and responsibilities:**

The Research Officer will be work on research and evidence to support policy-making in the council, by:

- **Supporting the development of the research practice of the Strategy, Design and Insight team:** you will be part of a team that is shaping evaluation and research methodologies to inform policy and make better decisions in the organisation. You will help to develop training and guidance on best practice, and support the team in their confidence and understanding of developing and using evidence and research in their work.
- **Supporting decision making with quality research and evidence:** You will bring together different types of evidence and insight, including lived experience, to develop a shared understanding across different levels of the organisation. Designing and implementing research and primary data collection to support decision-making processes. Evaluating the impact of policy interventions to improve resource allocation, decision making and effectiveness.
- **Building strong networks for research and evidence:** You will engage with services and partners across the borough, with residents, organisations and other institutions to promote use of evidence and research and to develop a shared evidence base, with the aim of improving people's lives in Camden. Working with participants and stakeholders in a relational and ethical manner.

### **About you:**

You will have a creative, problem-solving mindset and be comfortable with working on complex ideas and issues where there's no easy answer. The skills and experience we value include:

- **Data and research:** You will have experience in primary data collection, social research methods, delivering evaluations, and quantitative and qualitative research methods. You will be familiar with conducting literature reviews, study design and hypothesis testing, research ethics, using relevant software and statistical tools, and interpretation and synthesis of data.
- **Working flexibly to changing priorities:** You are resilient and able to adapt to changing priorities, managing your own workload accordingly. You have experience working in complex settings, collaborating across organisations and partnerships. You will have strong project management skills, ability to work independently and with others, to meet deadlines and with attention to detail.

- **Inclusive research design:** You will be adept at designing the research experience to enable residents from diverse backgrounds to participate, in a relational and trauma-informed way.
- **Great communicator and problem-solver:** You have experience in collecting data from different sources, including lived experience, understanding the different trade-offs and perspectives involved. You are capable of synthesising different types of evidence, and communicating complex issues to non-experts to increase understanding of approaches to quantitative and qualitative methods. You help colleagues see their services from a resident's point of view and bring insights and ideas in a way that everyone can understand.
- **Understanding strategic context and organisational change:** You will be skilled in navigating different organisational settings and conditions and will be able to adapt and understand user needs. You will have an understanding of policy development in complex settings.
- **Working well together:** You will be good at collaborating and working together towards common goals, bringing different skill sets and capabilities together to address challenges. You will work effectively in a team and build strong relationships with stakeholders across the Council and outside it.

You will have a:

- First degree in social science or related field (including e.g. geography, sociology, health psychology) or equivalent work experience.

### Working at Camden:

- At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.
- At Camden we are proud to be one of [Hire Me My Way](#)'s inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK. Hire Me My Way aims to triple the number of available good quality flexible jobs to 1 million by 2020.
- As well as working with members of their relevant team, the postholder is expected to develop and maintain effective and constructive relationships with colleagues across all parts of the Council, including Council leadership and Heads of Service, as well as Camden residents and other members of the public.
- The postholder will need to work some part of each week in the office (5 Pancras Square) as determined in regular discussions with their line manager and project teams. The postholder will also need to engage regularly with their line manager

and others to enable the work and assignments to be carried out and build relationship.

- Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).
- This post has no specific line management responsibilities currently. The postholder may be required to manage people on individual projects or programmes of work for which they're responsible and may line manage people in the future as the team and work evolves.

### **Inclusion and Diversity:**

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we're a truly inclusive organisation that encourages diversity in all respects. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to help us make a real difference to our residents so that equity, inclusion, and justice remains at the heart of everything we do.

To discover more about Camden and our commitment towards diversity, equality and safeguarding, please visit [our recruitment website](#).

### **Asking for Adjustments:**

Camden is committed to making our recruitment practices as accessible as we possibly can for everyone. This includes adjusting or changing the process for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG.