

## Senior Research Analyst – Data Science

### Description

RAND Europe is a not-for-profit policy research organisation. Our mission is to help improve policy- and decision-making through evidence-based research and analysis. We realise our mission by undertaking objective, balanced and relevant research, sharing the insights and information widely, and working in partnership with a range of clients and collaborators. Our work lies on the continuum between that of universities and consultancies, combining the academic rigour of universities and the professional, task orientated approach of consultancies.

We are a values driven organisation and our experience shows that our most successful researchers closely align their behaviours with our value set.

The Science and Emerging Technology team members have backgrounds spanning a wide range of natural and social science disciplines. We work with and for public, private and third sector funders and collaborate frequently with universities and other research organisations.

The Science and Emerging Technology team comprises 22 researchers spanning 'research on research', [energy and environment](#), and [emerging technology policy](#). The team is currently working on topics including the funding of R&D and universities, research impact, international development funding, artificial intelligence, biotechnology, energy and climate, and sustainability. We also regularly work collaboratively across the other three RAND Europe teams in defence and security, home affairs and social policy, and health and wellbeing. We work with clients in the UK (e.g. DSIT, FCDO, DESNZ, UKRI, Wellcome), in EU institutions (including the European Commission), national governments and multinational organisations around the world. Quantitative research and data science are important tools for us across our work.

We are a team of individuals committed to bringing the benefits of research, science and technology to bear on decision-making across sectors – in government, industry, charities and international organisations.

**We wish to recruit a Senior Analyst in our Science and Emerging Technology team (SET) based out of our Cambridge office, in a hybrid team (minimum 1 day per week in the office).**

**The role offers opportunities to support our broad portfolio of policy research in research and innovation systems, emerging technology, and energy and environment. We are looking for an individual with a keen interest and understanding of how data science can inform policy-making, and experience of using mixed-methods research and engagement to explore policy issues of interest to the team.**

### Responsibilities

#### Hiring organization

Candidate-1st

#### Employment Type

Full-time

#### Beginning of employment

asap

#### Job Location

Cambridge, England, United Kingdom

#### Working Hours

40

#### Base Salary

euro GBP 40K+

#### Date posted

June 4, 2024

## General

- You will be experienced at project coordination and management, supporting the delivery of complex projects working with a team of researchers, and have strong data science and policy analysis skills.
- You will be accountable for working with senior colleagues in supporting and motivating the SET research group on a day-to-day basis, leading the development and growth of our broad portfolio, managing groups of talented researchers, and raising the impact of our work through a range of communications and outreach activities.
- You will be proactive in your approach to delivering projects, writing proposals, and multitasking, and committed to achieving impact through your work with other team members, in a collegiate environment.

## Research Leadership

- Taking forward RAND Europe's successful research track record in policy research, supporting the delivery of a varied portfolio of research projects and expanding into new areas of work.
- Mentoring research staff and facilitating development of others' project management and methodological skills.
- Helping ensure that RAND Europe's research has a positive impact within policy communities and the wider world.

## Business development

- Contributing and supporting the delivery of research group target revenues and sales by helping secure funding for research and consultancy tasks and supporting others in doing so.
- Co-ordinating, managing and supporting a portfolio of business development initiatives including supporting bid and proposal activity, often as multi-partner proposals.
- Building networks and contacts with funders and collaborators.

## Group and other responsibilities

- Working with team members and the Research Group Director to develop SET's research and strategy.
- Working in a collegiate manner and contributing to the development and profile of the wider organisation.
- Helping to raise RAND Europe's profile and communicate research findings to maximise impact.

## Requirements

- **Demonstrable experience of using a data science driven approach to policy research** (including programme evaluations). Data science areas where we believe candidates could have valuable expertise include applying statistical modelling, machine learning, bibliometrics, network analysis and data visualisation techniques towards policy challenges– but we are open-minded about the disciplinary and methodological background of candidates.
- Expertise of explaining data science to non-technical audiences including colleagues and clients.
- Excellent evidence of **working as part of a team**, motivating others, mentoring and actively developing colleagues for skills and career progression.

- Excellent **analytical, writing and presentation skills** (evidenced by examples) and the proven ability to communicate effectively with clients and to varied internal and external audiences.
- Strong **project management experience**, including experience of budget preparation and people management.
- Strong conceptual and structured thinking skills, coupled with excellent analytical, writing and presentation skills (evidenced by examples).
- Proven ability to distil complex information and engage with detail considering bigger picture issues and to message research and analysis findings clearly, succinctly and in consideration of target audiences.

#### **Personal qualities:**

- Commercially astute, analytical thinker with the ability to see issues strategically and at a practical level from a variety of perspectives.
- The networking and sales presentation skills to build relationships, facilitate joint decision making and cultivate relationships with potential funders and collaborators.
- Hands-on, team player with a strong commitment to rigorous research, customer service and the ability to manage multiple projects and tasks, and work to tight deadlines.
- Enthusiastic about learning new skills, expanding their knowledge, and contributing to people development initiatives, such as training.
- Self-starter and pro-active, and is comfortable working with ambiguity as well as process..
- Open minded, with the humility to recognise success in others and accept challenge from highly capable junior members of the team.

#### **Salary**

Starting from £40,000 per annum

#### **Benefits**

- Pension – 8% Employer contribution;
- 33 days holiday allowance, including the Bank Holidays;
- Annual [salary](#) review;
- BUPA medical insurance;
- Generous company sick pay;
- Enhanced family friendly policies;
- Group income protection scheme;
- Group life assurance;
- Compassionate leave;
- Flexible working arrangements;
- Learning and development opportunities;
- Employee wellbeing training and support;
- Fresh fruit every day;
- Free on-site parking;
- Cycle to work scheme;
- Access to company bikes;
- Service awards.

#### **How to Apply**

If you believe you are suited to the above role, please submit an application comprising of a CV and covering letter. The deadline for applications is 30/06/24.

~~For more information, please contact: HR@reachyourfullpotential.co.uk or 0172.205.226.48~~

## Job Benefits

GBP 40K+