

Director of Research Job Description

Reports to: Co-Executive Director

About Positive Money

Positive Money is a leading new economy think tank and campaigning organisation re-imagining money, banking, and the economy for the wellbeing of people, communities and the planet. We are part of a growing and collective force for economic systems change. Our mission is to reform money and banking to build a *fair, democratic and sustainable* economy.

We produce ground-breaking research and policy, inform the public and politicians, regularly appear in the media, and mobilise the public behind people-powered campaigns. We believe in radical systems change and work to achieve lasting change on several fronts simultaneously: in public understanding, in the public and media debate, and at the policy and academic level. We work across topics including macroeconomic policy for a just transition, democratising money and banking, and wider new economic thinking areas such as beyond GDP. Read more about our five-year organisational strategy [here](#).

We are committed to cultivating a culture of support, respect, open communication, and collaboration that encourages creativity and innovation. We foster an environment where diverse perspectives are valued and where work arrangements are tailored to accommodate individual needs, ensuring every team member can contribute their best work.

About the role

The Director of Research role presents an exciting opportunity to develop and lead Positive Money's research programme. We see this role as pivotal in driving our mission to transform the money and banking system in the UK. Your expertise will guide the organisation's thought leadership as well as the development of new policy proposals and you will get the chance to contribute to our international expansion.

About you

This is an opportunity for a new economy thought leader and a people manager, able to oversee and deliver on multiple projects simultaneously. You will be excited to shape and facilitate the thought leadership of a dynamic and progressive think tank that has undergone rapid expansion internationally. You will have expertise working on research programmes at a senior level as well as the ability for guiding and developing researchers and economists, to harness their full potential. You will be confident in solving complex problems and committed to bringing an anti oppression lens to all our research projects, and way of working. You could come from any

background or walk of life, and share our commitment to an inclusive and diverse team, and our culture of working with open-minds, innovation and trust.

Accountabilities

Strategy

- Develop and lead Positive Money's long-term research strategy
- Oversee and lead the research and development of Positive Money's new and existing policy proposals ensuring they align with our mission and vision, and that they are coherent across workstreams
- Build leading thinking on anti-oppression into Positive Money's research programme
- Lead on revisions to the research strategy where necessitated by changes to the external economic landscape, as well as implementation of changes and communication with staff and external stakeholders
- Support Positive Money's international strategy by collaborating with researchers in our EU and US offices

Delivery

- Oversee all Positive Money research reports and be accountable for all deliverables across all projects assigned to the research programme
- Plan, delegate, and develop staff to ensure all work and projects within the research programme are delivered to a high standard
- Take a lead role in funding applications where required and delegate to other team members where appropriate, especially on applications that would fund work in multiple locations.
- Oversee and manage the research programme budget
- Take a leading role in ensuring our research programmes and topic workstreams (e.g. macroeconomic policy, digital money, green finance) are working synergistically, including creating cross-organisational systems to clarify responsibilities, foster collaboration and support wider organisational strategies
- Identify and implement progressive strategies and practices to dismantle oppression within all elements of our research programme
- Anticipate and manage short, medium and long-term risks within the research programme

People

- Lead the research team and foster a collaborative and supportive team spirit within it
- Line manage, develop and motivate staff within the research team
- Role model open communication within the team and externally
- Actively pursue integrated working with the influencing and mobilisation teams across Positive Money UK, EU, and US, and with external partners, ensuring our research work supports our influencing and mobilisation work, and wider coalition work with partners

- Act as lead facilitator for the organisation for discussions on research content, facilitating spaces within the team and with external stakeholders, particularly those that may include more contention or conflict.
- Work with other Directors across our three offices as an international senior management team.

External

- Create and develop strategic relationships with external stakeholders, for our research programme, including advisory panels, academics and experts. Coach other research staff to hold strategic relationships for their programmes
- Develop long-term collaborative partnerships with external groups
- Raise the profile of Positive Money's research work externally in the UK and internationally
- Act as a spokesperson for Positive Money when required, with funders, the media, and with other key stakeholders.

Culture

- Role model self-awareness and self-reflection across the organisation; supporting research staff to develop these capabilities
- A high level of understanding of anti-oppression and how it manifests in your own life and in our work, and commitment to deep learning
- Proactively support others to excel in their roles
- Take personal responsibility for our research work, setting an example to other research staff
- Foster organisational principles and behaviours (copied below) amongst research staff, and across our wider team
- Be a role model to all staff and external stakeholders on these behaviours, as well as on wider organisational culture and values.

Person specification

Essential Skills and Experience

- A high level of understanding of economics and the financial, money and banking system
- Masters or PhD is desirable but not essential if other evidence of research ability can be provided
- High level of understanding of Positive Money's research and thought leadership
- A strong understanding of anti-oppression concepts and ability to integrate them in our work
- Skilled at facilitating spaces, including managing conflict, sharing ideas, and seeking alignment

- Excellent written and verbal communicator, capable of writing reports, op-eds and other communications for a wide range of expert and non-expert audiences
- Able to communicate complex ideas to multiple stakeholders tailored to their needs
- A high level of project management and people management skills, and experience in managing multi-stakeholder research projects and meeting deadlines
- Excellent interpersonal and relationship building skills to work with external researchers, advisory panel members, funders and other key stakeholders
- A creative and critical thinker

Values & Behaviours

- Passionate about our mission of reforming money and banking to build a fair, democratic and sustainable economy
- A confident problem solver, willing to dive into uncertain or complex new areas of work
- Willing to play a leadership role in the development of our international group
- Open and responsive to new ideas. Able to use tact and discretion and help resolve disagreement
- High level of self-awareness. Skilled in reflecting on your own behaviours and practices and working to change them where necessary
- Commitment to demonstrating our principles and behaviours (copied below) in your work

We invite anyone who is interested to apply, regardless of background, experience, or credentials. We aim to select candidates based on performance in our selection process and actively try to minimise the influence of our biases. There is no perfect candidate, so if you can picture yourself thriving in this role, we'd love to receive an application from you.

PRINCIPLES:

Innovation: experimentation and learning, being flexible in our plans, seizing opportunities and staying responsive

Open-mindedness: embracing complexity, not pretending to have all the answers, being positive to those who challenge or disagree with us

Trust: working autonomously, assuming everyone aims to do their best work, and being agile in our ways of working

BEHAVIOURS:

- *Prioritising the organisation and team over self-interest*
- *Dismantling oppression*
- *Self-awareness and self-reflection*
- *Empathy*
- *Collaborating and working with others*
- *Appreciation of different working preferences*
- *Being responsive to own and others needs*
- *Working autonomously when necessary*
- *Trying to find solutions*

TERMS AND CONDITIONS

Contract: The role is for an initial fixed term of 1 year with a 6-month probationary period. After a year if the contract is extended, a permanent contract will be offered.

Salary: Grade 7, full time rate of £56,953 per annum + 8% pension contribution (pro-rata if working less than full time hours). Salary rate will rise to £59,043 after 2 years employment in the role, plus any additional cost of living adjustments made to our salary scales.

Hours: part time or full time (21 - 31.5 working hours). Requests for a flexible working pattern will be considered.

Positive Money has recently begun a shorter working week trial, meaning we have reduced our full-time week from 35 working hours (5 days) to 31.5 working hours (4.5 days). With board approval, we will move to a 4-day work week beginning on April 1.

Benefits: Positive Money is committed to developing our employees, and being a supportive, flexible and compassionate employer. We offer a range of benefits to UK staff including:

- Holiday: 25 days per annum for full time equivalent, in addition to statutory holidays. Increases to 28 days after two years employment.
- Enhanced occupational sick pay scheme that increases with length of service.
- Family friendly benefits: enhanced maternity pay for staff who've worked for us for more than 1 year, of 6 weeks at 100% salary followed by 33 weeks at 50% salary, and enhanced paternity pay for staff who've worked for us for more than 1 year, of 6 weeks at 100% of salary.
- A 'duvet day' policy to allow additional time off to support and protect staff wellbeing
- A training and development allowance of £400 per employee per year, increasing with service, as well as provision to consider larger requests for professional development. We also offer other in-house and external training and development opportunities to our staff.
- Flexible working, including trialling a new shorter working week, and potentially reducing our full time week further to 28 hours in 2024, subject to success in the trial
- A cycle to work scheme to provide staff with a tax efficient way to buy a bicycle and accessories.

Location: Flexible between working in our London Office (Davina House, Goswell Road, London, EC1V 7ET,) and working remotely. Our London based staff work a hybrid of office and remote working. We're also open to candidates located in other parts of the UK working fully remotely, with occasional travel to the London office.

How to Apply: Please complete the application form [here](#).

If you are interested in the role and would like to find out more information, please contact Flavia



D'Erasmus, our International Director of HR & Operations, at flavia.derasmo@positivemoney.org.uk

Deadline: Closing date for applications is 9am on Thursday 19th October.

Start Date: Ideally January 2024 but we can be flexible for the right candidate.

Positive Money is committed to providing equal employment opportunities to all qualified applicants and do not discriminate on the basis of race, colour, ethnicity, religion, sex, gender, gender identity and/or expression, sexual orientation, size, national origin, disability, age, marital status, pregnancy, parental status, or genetic information. We are committed to hiring and retaining a diverse, culturally competent staff at all levels of the organisation. We strongly encourage people of the global majority, especially Black and Asian folks, LGBTQIA+ individuals, persons living with disabilities, women, non-binary individuals, and people of various socioeconomic backgrounds to apply for this position.

We are committed to making our hiring process as accessible as possible. To request an accommodation, please let us know in your application or email Flavia at flavia.derasmo@positivemoney.org.uk.