

Senior Researcher

Job Description

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 Senior Researcher role presents an exciting opportunity to contribute to an ambitious research agenda which covers topics from accountability of the Bank of England, to reforming the financial system for a just and green transition. The researcher will help to identify how to broaden Positive Money's analysis of the dysfunctional money and banking system to deliver a fair, democratic, and sustainable economy. The senior researcher will work to ensure credible policy positions are formed which have real world impact and ensure Positive Money is responding to the changing external landscape. You will produce in-house research while also managing research projects with external partners. You will also work closely with the policy team to produce policy briefings, provide the wider team with accurate facts and evidence, and make sure our campaign messaging and proposals are rooted in rigorous analysis. This role reports to the Head of Economics.

About You

This is an exciting opportunity for an excellent communicator, with a strong track record of success as a researcher. You're passionate about new economic thinking, have strong analytical skills and attention to detail. You are able to quickly absorb, organise, and concisely convey new information about often complex issues. You are keen to learn quickly and understand the core issues behind a range of economic and monetary debates. You share our commitment to an inclusive and diverse team, and our culture of being open-minded, ambitious, respectful and self-aware.

Accountabilities

Strategy

- Supporting the strategic development and implementation of Positive Money's research programme strategy

Delivery

- Work with the Head of Economics to deliver Positive Money 's research programme
- Accountable for project management and delivery of research projects from start to finish, including collaborating with external consultants and developing valuable research partnerships
- Write research reports, briefings, and blog posts on a range of money and banking reform topics, as well as other research outputs
- Support other Positive Money's programmes with providing research-based evidence and timely analysis of current events
- Support the research team to embed analysis of race, class, gender, colonialism, and justice into all our areas of work
- Identify relevant trends in the UK and globally related to economic, financial and monetary policy
- Anticipate and manage short and mid-term risks for projects
- Monitor activities against project budgets
- Ensure that the Positive Money's proposals remain relevant to external changes in the economy, policy, regulation, technology, and politics landscape
- Support maintaining an active and engaged Advisory Panel

People

- Collaborate with other members of the team to write funding proposals and reports when required
- Proactively support others to excel in their roles

External

- Represent Positive Money externally – to a range of different audiences and stakeholders, including to our supporter and civil society network and within policy and academic communities
- Engage external researchers in our research agenda (including academics, central bankers, regulators and professionals within the financial sector)

Culture

- Communicate both internally and externally with self-awareness, respect and transparency
- Implement strategies and practices to dismantle oppression and embed anti-oppression thinking in our communications
- Role model our values and principles of work (see below) within the organisation and externally
- Take personal responsibility for your work, setting an example to team members

Person Specification

Skills & Experience

- Excellent written and verbal communicator, capable of writing for a range of outputs including, research papers, policy reports, op-eds and other communications for a wide range of expert and non-expert audiences
- Track record of success as a research assistant, researcher, economist or other relevant role
- A relevant Masters degree (or equivalent relevant research experience)
- Strong analytical skills and understanding of research methods
- Willingness and ability to provide commentary on policy developments
- Good knowledge of current UK economic policy.
- High degree of initiative and attention to detail

- Ability to manage projects and meet deadlines
- Excellent interpersonal and relationship-building skills to work with external researchers
- An ability to work proactively and independently, as well as part of a team

Values & Behaviours

- Passionate about our mission of reforming money and banking to build a fair, democratic and sustainable economy;
- A problem solver, willing to dive into uncertain or complex new areas of work;
- Ability to work autonomously, effectively and efficiently;
- A commitment to continued learning on anti-oppression concepts;
- 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 values and principles of work (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: Permanent contract with 6-month probationary period.

Salary: Grade 4, full time rate of **£35,845** per annum + 8% pension contribution (pro rata if working less than full time hours). Salary rate will rise to £37,049 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 (10 Salamanca Place, London SE1 7HB) 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](#) by Friday 23 February at 9AM
- Selected candidates will be invited to do an online written assessment by the end of February
- Selected candidates will be invited to two rounds of interviews (one online and one ideally in person) in March

Start Date: Ideally March/April but we can be flexible for the right candidate.

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

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.