

## Pensions Policy Institute (PPI) - Research Associates Ad

**Are you passionate about improving later life outcomes?**

**Do you want to be involved with a research institute who strives to facilitate these improvements?**

**Do you want to actively support shaping better policy?**

**Are you a researcher or experienced in analysing data?**

**Are you able to write neutral, evidence-based research papers?**

**Are you interested in short-term contracts and working remotely?**

If you have answered yes to these questions, then we can provide you with the opportunity to work with us. The Pensions Policy Institute (PPI) leads the policy debate by contributing fact-based analysis and commentary to the policymaking process, where we have been for over 20 years.

**The PPI currently has a small bank of Research Associates we call upon to supplement the existing research team when we need additional capacity or specialist input. We are looking to extend the strength and size of the bank, allowing us to increase our research capacity.**

We welcome applications from anyone at any point in their career with experience of writing and delivering research papers in a timely manner. We are particularly interested in hearing from you if you understand or have experience in any of the following:

- Pensions, pensions policy;
- Economic inequality/social justice and policy;
- Analysing policy impact and informing policy development;
- The wider issues surrounding later life beyond pensions (for example, health, care);
- Quantitative analysis of cross-sectional and longitudinal datasets;
- The UK policy process;
- Analysis of system differences between the UK and international comparators;
- Specialist areas – investment, technological, social, ESG, health, welfare, non-pension savings, gerontology.

### About the PPI

We are an independent research Institute established in 2001 to help improve later life outcomes by providing evidence to shape policy. We provide fact-based research which informs policy discussions on pensions and retirement income provision. We have a proven track record in analysing future trends within the policy landscape including social, economic, technological, and demographic changes.

We aim to improve information and understanding about pensions and the financial and economic provision in later life. We do not lobby for any particular policy outcome, and we do not take politically influenced views. Our research is most relevant at the policy-making level, nevertheless we play a role in raising the wider understanding of pensions and retirement income provision. The PPI works with government and a wide range of organisations and academics with an interest in pensions and financial provision for later life.

For more information, please see the Recruitment Pack.

## Recruitment Pack

**PPI Research Associates:** The Pensions Policy Institute (PPI) operates a bank of Research Associates who work for us on a self-employed basis. Associates are called upon when a suitable piece of work arises which matches their area of expertise. Project length time can vary from 4 – 6 months. During projects Associates will be supported by members of the PPI Team with the management of the project.

**The specific responsibilities of the Research Associate depend upon the project and may include:**

- Overall responsibility for the management and timely delivery of the project, liaising with the PPI Head of Policy Research and Head of Modelling.
- Manage multiple external and internal stakeholders including project sponsors.
- Conduct literature reviews and desk-based research.
- Conduct qualitative interviews with industry stakeholders.
- Interpret data from a policy perspective and develop conclusions from analysis.
- Work closely with the PPI modelling team to determine methodology for the production of data and projections.
- Identify and communicate of key findings.
- Draft research report.
- Present internally and externally.
- Participate in discussion groups and seminars.
- Manage competing deadlines and priorities.
- Work closely with other members of the PPI.

### Person specification

You may have some of the characteristics below:

#### Qualities

- A commitment to the PPI's vision and mission.
- Integrity.
- Exhibit good inter-personal and relationship building abilities.
- Comfortable working on your own as well as collaboratively both remotely and in-person.
- A commitment to diversity and inclusion.

#### Knowledge

- Understanding of or willingness to learn about a research organisation.
- Understanding of the pensions/financial services industry and/or later life issues.

#### Experience

- Academic Research
- Self-employed
- Research / Policy background
- Care or health background.
- Investment background.
- Fintech / Technology background.

## Location and Fee

Most of our audiences and sponsors are mainly based in London, we currently operate a hybrid model with most of the team working sometime in the office (based in Central London) and sometime remotely. However, for Research Associates the location or frequency of travel is likely to depend on the research project but we envisage most of the work to be carried out remotely.

The time spent on each research project and its fees will be negotiated separately but will reflect the scope of the work, experience, expertise and level of involvement in the research project.

## Diversity and Inclusion

The PPI recognises and promotes the values of diversity and inclusion as fundamental to all our policies and practices. Everyone is different and has something unique to offer. The PPI wants to respect and understand these differences and to make the most of everyone's background, talents and abilities. The PPI is committed to promoting an inclusive environment where all can be themselves, are valued for their differences, and are supported to work at their best. We therefore aim to ensure that the values of inclusiveness, diversity and respect for all are embedded in everything that we do. This includes identifying policy initiatives which are likely to reduce inequalities in the UK Pension system.

## Application process

### Closing date for applications 31 July 2023.

Please send a full CV with your completed answers to the following questions to Maritha Lightbourne [info@pensionspolicyinstitute.org.uk](mailto:info@pensionspolicyinstitute.org.uk). We can accept videos or recordings for those who have difficulties typing.

- What are the key issues affecting pensions policy today?
- Can you describe your approach to managing projects and liaising with stakeholders?
- How would you source data and evidence and how would you sift it for relevance and quality?
- How would you ensure that your publications are understandable by a range of audiences?
- What experience do you have of using statistics and data to support policy messages?
- How does your commitment to diversity and inclusion manifest itself in your work and work relationships?

Candidates will be shortlisted against the questions and person specification. Informal interviews are expected to be held with each shortlisted candidate.

The PPI takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused, or disclosed, and is not accessed except by our employees in the proper performance of their duties.

## About the PPI

### Why is the PPI needed?

Too few people understand what is needed for the provision of an adequate income in later life. State and private pension provision seeks to provide for individuals in later life but there are complex issues to consider, such as intergenerational fairness, it is therefore necessary for an organisation like the PPI to bring these elements together and present the trade-offs for any policies that seek to address them.

### Our Vision:

#### **Better informed policies and decisions that improve later life outcomes**

We believe that better information and understanding will help lead to a better policy framework and a better provision of retirement income for all.

### Our Mission:

#### **To promote informed, evidence-based policies and decisions for financial provision in later life through independent research and analysis**

We aim to be the authoritative voice on policy on pensions and the financial and economic provision in later life.

### OUR PILLARS:

The Institute aims to be the authoritative voice on policy on pensions and the financial and economic provision in later life. Five pillars have been established that form the foundation of the Institute's activities:

1. Relevant and accessible information on the extent and nature of financial provision in later life, and any associated implications.
2. Lead the debate and contribute fact-based analysis and commentary to the policymaking process.
3. Encourage research on later life provision (at the PPI and with others) that informs policy and decision-making.
4. A trusted source of information and analysis and impartial feedback to those with an interest in later life issues.
5. Model the impact of policy changes on financial provision in later life.