Job title	Research Manager
Department	Research and Evaluation
Reporting to	Head of Research
Contract	Full time, permanent
Level	16
Location	London with hybrid working (up to 60% remote working)

About EngineeringUK

We want to drive change so more young people choose engineering and technology careers. In the UK, we don't have enough engineers and demand is going up. So, we need more young people to realise there could be a future for them in engineering and technology. To really thrive, we need a stronger, more representative workforce and for that we have to do things differently to make engineering more appealing.

We are a not-for-profit working with hundreds of organisations across business, education, professional institutions and the third sector so we can all grow the future talent pool together. We drive that collective effort through research and evidence, leadership, activities for schools and advocacy, with a focus on long-term sustainability.

We are guided by a series of values that we apply to all our activity:

- We are **inclusive** and care about diversity. We understand that we have different needs and create opportunities for everyone's voice to be heard
- We are **collaborative**. We listen, share and work in partnership to achieve our vision
- We are **curious** and keen to learn. We challenge ourselves and others to innovate and experiment
- We are **insightful**. We evaluate what we do and draw on research to make decisions and to improve our collective understanding
- We are **driven** by a strong sense of purpose. We are determined to make an impact and achieve our goals

About the role

At EngineeringUK we use evidence to make a real difference. Through research insight and robust evaluation, we work to improve the impact of our own work, as well as that of other organisations in our sector. Our aim is to make a positive difference to young people's lives and secure the diverse engineering and technology workforce the UK needs to thrive. The research and evaluation team consists of 5 researchers and evaluators who work to provide these insights.

This is an exciting opportunity to deliver and develop our research projects, to help understand the engineering and technology workforce, future needs, and how to address them. By sharing our evidence across the engineering community, we help enable EngineeringUK and other organisations to deliver accurate careers information on future workforce needs, better informed policy development and more inclusive and effective engineering and tech engagement.

With support from the Head of Research, you will lead on aspects of our research programme, with responsibility for:

- Designing and managing our research projects, including the logistics of data collection and analysis, and reporting findings both internally and externally
- Taking the lead on quantitative analysis across the team and providing support across the wider research and evaluation team as required
- Working with colleagues to embed learning from research into all our activities, and ensuring research is relevant to other teams' work
- Working with external stakeholders to share research findings, and ensure a single source of truth is echoed across the engineering and technology sector
- Keeping up to date with policy developments and related government statistics relevant to EngineeringUK.

This job would ideally suit an experienced research professional interested in education, skills and employment, especially as they relate to STEM, and driving inclusion and diversity. This role is primarily a quantitative role, requiring experience working with larger datasets. However, it will involve working on a wide range of projects.

The role is London based at the EngineeringUK offices at 10 Lower Thames Street, London EC3R 6EN and may involve some travel in the UK for evaluation fieldwork. We believe that hybrid working has many benefits and are pleased to offer flexible working with a baseline of 2 days (or 40%) a week in the office and core hours of 10am to 4pm.

Role responsibilities

Deliver our research programme through:

- Project design – designing and developing research projects to support EngineeringUK's strategy, in consultation with the Head of Research and other relevant colleagues
- Project management – coordinating research and data projects, specifications for external data providers and research agencies, logistics for fieldwork, and reports

- Data collection – designing, conducting or commissioning primary research
- Data analysis – collating, cleaning and validating data in preparation for analysis; analysing and interpreting statistical and qualitative data gathered through the research; and presenting findings clearly for non-technical audiences
- Creating and maintaining effective working relationships with external research agencies and data providers, ensuring agreed deliverables are delivered on time, to cost, and to a high standard
- Embedding learning – working closely with colleagues across EngineeringUK to ensure research findings are effectively and accurately used to inform the organisation's work
- Collaboration – working closely with other teams across EngineeringUK, most notably the Policy and Public Affairs and Communications teams

Produce high quality reports on our findings, through:

- authoring research outputs, including regular annual statistical updates and ad hoc research reports
- reviewing externally commissioned research outputs, ensuring they are accurate, unbiased, methodologically sound, and written in a style that is fit-for-purpose
- collaborating with colleagues to ensure we derive maximum leverage from our research and evaluation outputs

Contribute to the wider work of the research and evaluation team through:

- responding to research and data-related queries from the engineering sector and internal colleagues
- representing EngineeringUK externally, communicating research and evaluation findings and identifying opportunities to forge relationships that benefit the organisation's strategic objectives
- providing peer support to others in the team, through sharing knowledge and reviewing and providing feedback on outputs
- managing aspects of the research budget and adhering to relevant Quality Management System (QMS) processes
- following best practice in relation to research ethics, data storage and data management protocol, including ensuring that research is conducted in line with relevant policies, codes and applicable legislation
- keeping up-to-date with developments in education and/or STEM-related policy and available data, as well as research methods

Other duties

- Work in line with EngineeringUK values and support achievement of our organisational objectives
- Undertake any training and development as required for the role
- Any other duties and tasks as directed and required by your line manager

This is a general guide to the key responsibilities of this role, it is not exhaustive. Similarly, the amount of time that you spend on various aspects of the role may vary.

Person specification

Essential skills/competencies

- Knowledge of and experience in research techniques and practices
- Experience analysing large datasets using statistical analysis software such as SPSS, Stata, or R
- Strong knowledge of statistical approaches such as regressions and significance tests
- Experience managing research projects from start to finish, including design through to reporting and dissemination
- Experience designing and using quantitative data collection tools and analysis methodologies
- Excellent written skills, with experience summarising research findings for a range of audiences
- Excellent time management skills, with experience working on multiple projects at once, adapting to changing priorities, and meeting hard deadlines
- Ability to work independently and prioritise own tasks and time, but also take direction, be flexible and work collaboratively with others, contributing to team decisions and facilitating cross-organisational working
- An understanding of ethical and legal aspects of social research and the ability to adhere to appropriate research ethics and data protection protocols
- Ability to effectively engage with stakeholders, foster collaboration with external partners on shared objectives and involve users in the development of research
- Commitment to our mission and values, with the ability to engage with them and work in a way that supports our commitment to equity, diversity and inclusion

Desirable skills/competencies

- Experience of analysing national education or workforce datasets, such as the Labour Force Survey, apprenticeship or higher education datasets, or the National Pupil Database
- Experience designing and delivering qualitative research methodologies, or an appetite to learn
- Knowledge of education and skills policy

Education/level of experience

- 3+ years of professional experience in research, ideally in a social research sector.

EngineeringUK is committed to being an inclusive workplace, where everyone feels they belong. This is supported by the dedicated work we are doing to ensure our policies and practices are inclusive and that our staff are trained to be able to fulfil this commitment.