



Centre for Social Justice – Job Description

Data Analyst

Job Title:	Researcher/Data Analyst
Reporting To:	Political Director and Head of Family Policy
Contract Type:	Permanent
Location:	Westminster, London
Salary:	Dependent on experience
Apply:	Please read the job description in full. If you feel you qualify for the role, please send your CV and a covering letter <i>outlining your ambition for the role in no more than 400 words</i> to recruitment@centreforsocialjustice.org.uk

THE ORGANISATION

Established in 2004, the Centre for Social Justice (CSJ) is an independent think tank that studies the root causes of Britain's social problems and seeks to address these through innovative policy recommendations to government. The CSJ has changed the landscape of our political conversation by putting social justice at the heart of British politics. This has led to some of the biggest welfare reforms in a generation. The majority of the CSJ's work is organised around five 'pathways to poverty', first identified in our ground-breaking 2007 report, *Breakthrough Britain*. These are: family breakdown; educational failure; economic dependency and worklessness; addiction to drugs and alcohol; and severe personal debt.

Our research is informed by experts and, just as importantly, our CSJ Alliance – a unique group of charities, social enterprises and other grass-roots organisations that work with individuals facing some of the most challenging and complex social problems. Their work is fundamental to our understanding of the issues faced by our poorest communities. The CSJ will continue to make the case to government and those developing policy for an ambitious approach to tackling the root causes of poverty.

The Family Policy Unit: The CSJ was one of the first think tanks to set out the extent of family breakdown and its impact on poverty. When we first published *Breakdown Britain* in 2006 we discovered a country where family breakdown was widespread in our poorest areas. We have continued to look carefully at how family breakdown entrenches poverty and limits the life chances of children growing up in our poorest communities. The Family Policy Unit has been established within the CSJ to make the case for a more ambitious approach to strengthening families as part of a wider government poverty strategy.

THE ROLE

The Centre for Social Justice is looking to appoint a researcher with a strong background in data analytics to work primarily within the CSJ Family Policy Unit but with the ability to support the whole organisation. An interest in the role of family within social policy is an important requirement of this role.

We are looking for an intellectually curious and self-motivated researcher/analyst, who shares our passion for tackling the root causes of poverty through the identification of new data. The successful applicant will be comfortable with investigating big data sets to uncover new statistics aligned to the CSJ mission and our commitment to family within this.

THE PERSON

Experience and Knowledge

- A strong interest in public policy aligned to the CSJ's values.
- A good quality degree in a field involving quantitative analysis is essential
- Ability to communicate complex data effectively to a range of audiences
- Excellent IT skills with knowledge of typical data analysis tools (SPSS, etc)
- Demonstrable ability to conduct quantitative analysis and propose new data projects to inform the development of CSJ policy (especially in relation to family)

Skills

- Strong capabilities in data-driven research, including problem structuring, hypotheses formulation, statistical analysis and visualisation
- Ability to ask "why" of data and consider a variety of outcomes before reaching conclusions
- A strong awareness of the need for accuracy, quality control and process control
- Ability to plan programmes of work and manage to deadlines

Personal Attributes

- Shares the CSJ mission to put social justice at the heart of British politics
- Self-motivated and able to drive activity forward.
- Consistently performs at a high level, pays attention to detail

MAIN RESPONSIBILITIES

Responsibilities for this post will include, but will not necessarily be limited to:

- Undertake data analysis to uncover new information, applying decision logic and statistical techniques as appropriate to provide the CSJ with new insights to challenge the poverty debate in the UK.
- Investigate and resolve data quality issues across the whole organisation by providing guidance to CSJ research colleagues.
- Identify and understand the research requirements of the CSJ.
- Formulate hypotheses for how these questions can be addressed, including the component topics and the possible data-assets to explore.
- Using appropriate techniques, derive meaningful insights from complex data, reports, and other sources. Use this analysis to draft content alongside research colleagues in an easily understood way.

Other duties that may arise from time to time.
