INSTITUTE FOR GOVERNMENT

UK Government and Public Services Researchers

RES UKG & PS 2610



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A note from the Institute's CEO

I am delighted that you are interested in applying to join us here at the Institute for Government.

As part of our team, you would have the opportunity to make a real impact in the world of government and politics, working in a fun, stimulating and challenging environment at the heart of Westminster. The Institute is always busy and our work is often fast-paced, and reactive to the events in government-as well as setting a proactive agenda on the things we most care about. We are proud to call as colleagues some of the most insightful, energetic and connected people involved in thinking about government across the UK.

Wellbeing is very important at the IfG and we have a friendly, supportive workplace culture. The IfG is committed to developing and maintaining a diverse workforce and an inclusive working environment – we recognise the benefit that having a team with a broad range of backgrounds and experience brings to our work.

I hope you'll consider applying to join our team.



Dr Hannah White OBE, CEO of the Institute for Government

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About the Institute for Government

Who we are

The Institute for Government is the UK's leading independent think tank making government work well for the people of the UK.

We work across the political spectrum and the public sector throughout the UK, pursuing changes which will improve the way government works. We provide expertise and fresh, evidence-based thinking which we share though our convening, professional development and research outputs.

How government works is one of the most important factors driving a country's social and economic performance and the health of its democracy. Our work programme focuses on the most important ways in which UK government can do better or currently falls short. We work to ensure that UK government holds power and exercises accountability at the right level, through legitimate and resilient institutions with high-quality leadership which is equipped to respond well to shocks and trends, including rapid technological change.





What we do

Our mission is to make government work well for the people of the UK through our rigorous research, expert analysis, active convening, professional support and fresh thinking.

We do this by:

- Conducting rigorous, independent research into the most important problems facing UK government, undertaking expert analysis of the evidence, and making bold and compelling recommendations for change.
- Convening enlightening conversations among people from across and beyond UK government – helping them think differently about how government can be better.
- Supporting people working in and with UK government to learn and develop professionally in order to play their roles more effectively.





Our work programme

During the first half of 2026, the Institute undertook a major review of its strategy. The review identified four priorities for our work over the next five years, which all our teams will work to deliver.

1. Effective power and accountability
Because the UK is too centralised, and responsibilities and accountabilities at different levels are often overlapping or unclear, we will prioritise work on where power is held and how accountability operates to make government work well. Our two focus areas for the first part of the strategy period will be:

- Mayoral government that works well
- A positive future for local government

2. Legitimate, resilient institutions
There is an important role for the Institute to play in examining the institutions that underpin government in the UK – from our legislatures to the civil service, to public services, asking whether they are structured and equipped to meet the challenges of today and the future. Our two focus areas for the first part of the strategy period will be:

- Institutions equipped for multi-party politics
- A public sector resilient to trends and shocks

3. High quality leadership
It is increasingly clear that many of the problems of UK government originate in, or are exacerbated by, poor leadership, and this is undermining public confidence in the ability of government to deliver. Our two focus areas for the first part of the strategy period will be:

- A pipeline of high-performance leaders
- Tackling falling trust in government leadership

4. Responding well to technological change
Understanding and responding to the risks and opportunities of rapid technological change –including but not limited to the development of AI, changes to the media ecosystem and the development of new markets and currencies – is an increasingly significant challenge for governments across world. Our two focus areas for the first part of the strategy period will be:

- Government's business model adapted to AI
- Governing well in a fragmented information ecosystem

About these roles

Help make government work better for the people of the UK – join the Institute for Government.

Two roles available now to join the Institute for Government

The UK Government team specialises in understanding how Whitehall, Westminster and the civil service – and the people therein – work. We develop rigorous innovative recommendations and programmes to improve these parts of the state. To do this, we work closely with ministers, MPs, special advisers and civil servants to inform our research and make the case for change. We are an enthusiastic, motivated team, and bring our diverse experience and perspectives – from digital consultancy to academia and parliament, to the civil service – to our work.

The public services team specialises in understanding the effectiveness of public services across the country as a whole and how and why performance varies in different places. We look at the funding of and demand for public services, and the impact of government policies on their performance and on the workforce that delivers them. We aim to identify examples of good practice, and consider why some innovations have worked and others have not, making recommendations for improvement.

We are looking for people who care about making government work better, and have the experience or expertise and motivation to develop the Institute's thinking on how we do so.

This is a great opportunity for professionals who understand the policy and political environment and value rigorous research communicated effectively through varied written outputs, media engagement and professional networks.



What you will do

You will play a central role in one of the IfG's research teams, working with friendly and effective colleagues to help make government work better for the people of the UK.

There are two roles available: one in the UK government team and one in the public services team.

The research teams do a mixture of quantitative, qualitative, desk-based and in-person research, and organise regular panel events, roundtables, workshops and professional development opportunities with politicians, officials and other external experts.

As a researcher you will:

Work to build the Institute's understanding of how government is performing, and how to make it work better. By leading work on smaller research projects, or leading parts of larger projects alongside colleagues and with support from your team, you will play a core role in the Institute's research. This will include:

- Shaping the Institute's research programme by helping to develop project proposals
- Conducting rigorous qualitative and quantitative research and analysis, including literature reviews, background research, interviews with politicians, officials and academics, and undertaking data analysis.
- Engaging colleagues and stakeholders to develop creative and workable solutions to the challenges the state faces.

Communicate the Institute's findings in order to help government work better by:

- Writing compelling reports, setting out your research and arguments, and making the case for change.
- Writing and updating the Institute's explainers to set out how government works.
- Commenting on the latest developments in government, sharing insights and expertise drawing on your research via social media and short-form videos.
- Engaging with the media, including TV and radio, to amplify the Institute's messages and recommendations and discussing project findings.
- Working with our events team to organise and deliver public events, roundtables, podcasts and other kinds of discussion, and presenting our findings and recommendations in these forums.
- Developing strong relationships with your stakeholders.

Work collaboratively across the Institute by:

- Lending your expertise to colleagues and drawing on their insights and research to contribute to the Institute's overall mission and in line with our new strategy.
- Actively contributing to the culture and working health of the Institute. This includes working with our partnerships team to help secure funding for elements of our work, including supporting the development of funding proposals and liaising with partners about funded projects.



What we are looking for

Essential skills and experience

- Enthusiasm for the Institute's mission and understanding of our work.
- Relevant professional experience, and knowledge of UK politics, public policy, and the workings of government.
- Collaborative, team-oriented approach with excellent interpersonal skills and an ability to build and develop relationships at all levels.
- A hands-on, proactive attitude to work, the ability to manage your own workload and deadlines in consultation with colleagues, and a willingness to develop new knowledge and skills and seek help where needed.
- Excellent written and verbal communication skills, with the ability to write clearly and persuasively and with strong attention to detail and able to tailor written outputs.
- A high level of attention to detail, including when producing high-quality work to tight deadlines.

Desirable

- Research experience including novel ways of conducting qualitative or quantitative research and evaluation in similar fields.
- Experience of working with ministers, parliament, special advisers, civil service, devolved and local governments, or frontline public services.

These roles could suit people from a wide range of professional backgrounds, including but not limited to work experience in central or local government, non-departmental public bodies, consultancy, charities, journalism, or another think tank or research organisation. The Institute runs peer learning to support new starters in research skills and understanding of government. If you are interested in applying but are not sure you have all the skills or experience we're looking for, please do so and give us the opportunity to consider you as a candidate.



Information for applicants

Employer

Institute for Government

Location

2 Carlton Gardens, SW1Y 5AA

Who can apply

Anyone who can demonstrate they have the relevant skills and experience.

The IfG will not provide visa sponsorship for new staff. Applicants should either:

- have an entitlement to work in the UK without a visa, or
- hold a relevant visa allowing them to work in the UK without employer sponsorship.

Closing date

Applications close on **Sunday 1 November at 22:00.**

Start date

As soon as notice periods allow.

Terms

The successful candidate will join on a permanent contract subject to a three-month probationary period.

Salary

£34,000–37,000 per annum, depending on experience.

Working hours

The usual working hours of the IfG are a five-day week of 37.5 hours (09:00–17:30 with a one-hour lunch break) but you will, as the occasion requires, work outside the standard hours.

Hybrid working

Full-time staff are expected to work from the IfG's offices in London for at least three days a week, including Mondays, with the option to work remotely for up to two days a week.

Benefits

Contractual

- 30 days of annual leave in addition to eight days of bank and public holidays for full-time staff.
- The IfG has a pension scheme which you will be auto-enrolled into in your third month of employment. The contribution is a minimum of 5% from the employee and a fixed 10% contribution from the employer.
- Death in service life assurance of 4 x salary is given to all staff.
- 20 days sick pay in the first year and thereafter 30 days per rolling 12-month period.

Non-contractual

- Staff may take two weeks each year when the requirement to work from the office in London does not apply.
- Lunch is provided when working in the office.
- Employee Assistance Programme and online 24-7 GP is available.
- Six months maternity leave at full pay.
- Six weeks paternity leave at full pay.
- Shared parental leave – some paid, subject to circumstances.
- Cycle to work scheme.

Equal opportunities

All job applicants and employees will receive equal treatment regardless of sex, colour, race, nationality, ethnic or national origin, sexual orientation, marital status, civil partnership, gender reassignment, age, disability, or religious beliefs.

The IfG collects equal opportunities monitoring information with applications. This information is anonymised and is not given to those involved in the recruitment process. It is used only for monitoring purposes and to help us better understand how we, as an employer, can ensure equality of opportunity for all.

Privacy policy

When you apply for a job with the IfG, we collect and process information (personal data) about you according to data protection law. You can find full details of our privacy policy on our website: **www.instituteforgovernment.org.uk/privacy-policy**.

How to apply

The IfG uses an anonymised online application process for the first stage of recruitment. To apply, please follow this link: **https://app.beapplied.com/apply/d6qejritss**

We recommend using an up-to-date version of Google Chrome or Firefox to complete your application and clearing your cookies if you experience problems.

The online stage of our application process is made up of three parts:

Multiple-choice test

Here we ask you to complete a short timed multiple-choice test, which is formed of 22 questions testing your verbal reasoning, data interpretation and numeracy skills. You will have 45 minutes to complete the test.

We recommend having a calculator, paper and pen to hand before you begin. Once you start the test, a timer will count down at the top of your screen. You cannot save during the test or return to this part of the application once completed. You can find some example practice questions on our website: **www.instituteforgovernment.org.uk/about-us/careers/current-vacancies/faqs**

If you have a disability that might affect your ability to complete the test, then please contact us at **recruitment@instituteforgovernment.org.uk** before starting it, so that we can make any reasonable adjustments that may be necessary.

Written questions

Here we ask you to answer three questions relating to your interest in and suitability for this role. Each answer has a 250-word limit. Each of your answers to these written questions will be reviewed separately and anonymously by multiple people. This means a person reviewing your answer to Question 2 will not have access to your answer to Question 1, and so on. Therefore, do not refer in one answer to what you have written elsewhere (e.g. "as explained above"). If it is relevant, explain again in full.

CV

Here we ask you to upload your CV. This should be no longer than two A4 pages, and provide an overview of your educational background and employment/other experience.

Other information

While we appreciate AI software can be a useful work tool, our application platform requires all candidates to certify that the answers they provide are their own original work and not plagiarised nor automatically generated. Answers that have been generated in this way are often easier to identify than many candidates seem to realise, and our platform provides an AI-generated answer for reviewers to refer to when sifting, asking them to flag responses they suspect may be AI generated. We use the questions in our recruitment process to get a sense of candidates' ideas and abilities, and whether these align with the vacancy we're looking to fill – so it's important to try and give us as much of an insight into your own thinking as possible.

Screening call

We may invite candidates for a short, 15-minute telephone or video call as part of the process of shortlisting for first interview. During the call you may be asked to discuss one or two of your sift question responses in more detail.

Interview stage

Shortlisted candidates will be invited to a first-round interview in w/c 16 November or w/c 23 November, with second round interviews held shortly after. All interviews will be held in person in our London office. We will reimburse travel costs for candidates travelling in from outside London.

Any questions?

If you would like further information about this position or the selection process, then please contact us at **recruitment@instituteforgovernment.org.uk**, or visit the careers section of our website: **www.instituteforgovernment.org.uk/about-us/careers/current-vacancies**.

We send out regular emails, including a weekly newsletter, about our publications and events. To receive these emails, you can subscribe on our website: **www.instituteforgovernment.org.uk/newsletter**.

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