

Head of Research

£30 - 35,000 pro rata, depending on experience

3 days / 21 hours a week - with potential to become full time or grow a team as the business grows

We are looking for a inquisitive, enthusiastic and evidence driven researcher to join our small team and help us create a robust evidence base to support systemic change in our land system.

About Shared Assets

Shared Assets is a think and do tank with a mission to make land work for everyone.

We support the development of new models of managing land for shared social, economic and environmental benefits. We call these new models "[common good land use](#)", meaning land use that:

1. Provides sustainable livelihoods
2. Enriches the environment
3. Produces things people need
4. Provides shared benefits
5. Is controlled by communities
6. Is at the centre of wider system change

Through our work we aim to ensure that common good land users are effective and supported. We want them to be confident, secure, profitable, connected and influential, able to access resources and advice, and operating in a supportive regulatory context.

We do this by providing advice, support and training to landowners, social enterprises and community groups developing new models of land use, undertaking research to explore what works, and advocating for changes that will enable these models to thrive. Our innovation work creates new products, services and tools for common good land users.

We have always had a strong research element to our work, and currently have a number of live research contracts, including a pan-European programme exploring the productive use of peri-urban land, and providing research support to the Making Local Woods Work programme. We work alongside practitioners and integrate participative and action research principles into our work. One of our key objectives is to improve our evidence base and to become more evidence-driven, both to understand the current extent of common good land use in the UK, and to be able to make a compelling case for its future potential.

We are a small but ambitious team. There are currently 4 other team members alongside this role and we are trying to change the land system! We are actively [considering our organisational development](#) and are inspired by thinking around self-management and teal organisations.

This role will help us ask and answer some big systemic questions about land and its role in our society. Passion, a track record of practical and effective delivery, and personal, voluntary or work experience that you are able to apply to this role, are more important to us than qualifications or background. Land and the way that it is owned and managed impacts on all of us. It has different

places in all of our histories, whatever our backgrounds or heritage, and we believe that it is fundamental in ensuring that collectively we have a future that is fair, equitable and just. We are committed to making Shared Assets a diverse and inclusive organisation that is open to anyone who shares our vision.

About you

You are a pragmatic idealist who shares our values and wants to work towards social and environmental justice. You have a strong grounding in mixed-methods qualitative and quantitative research and practice, and may have worked within commercial research consultancy, relishing the challenge of answering big questions with limited budgets and time. You'll be as comfortable designing a robust quantitative survey or running a roundtable or focus group.

You may or may not have an academic track record, but you should be comfortable engaging with and collaborating with our academic partners, as well as land-based practitioners and policy colleagues in NGOs and government. You may not be from the environmental sector; we would welcome people able to bring different and diverse views and experiences into this role.

You're organised and can stay on top of project management, bid writing and delivery of research projects. You'll relish working across all areas of Shared Assets work to gather and share learning, and working with the team to develop new products, services, policy recommendations and relationships.

There is excellent scope to develop this role - either into a full time permanent position and/or to grow a research team. You'll be excited about the potential for leading the growth of this part of Shared Assets' business.

Role Description

Role purpose

To help support common good land users and create the conditions in which they can thrive, by creating a robust evidence base to inform Shared Assets' work, and to make the case for common good land use more widely. In addition, to support Shared Assets' development by winning research contracts and growing our reputation as a research organisation.

Main responsibilities

Research Delivery:

- To lead on, with the support of the directors, the full range of Shared Assets' research projects, from scoping and design through to delivery, follow up and evaluation.

New business development

- To work with the directors and other staff to proactively seek out and develop new research opportunities, particularly those that help Shared Assets increase its impact

General:

- To engage in strategic discussions about the future of the organisation
- To contribute to communications and raising the profile of the organisation
- To provide reports and information for the board as required.
- To provide support to colleagues where needed, including in the running of events, training and other activities
- Any other duties as may be required in a small organisation

Reporting Relationships:

Kate Swade will be the line manager and key support for this role, but the successful candidate will also work closely with other team members.

Line management responsibilities:

None immediately, although the role will include the management of some PhD students in 2019, and if the business allows, recruiting and managing new staff.

Person specification**Qualifications and experience:****Essential**

- Proven track record of bidding for, negotiating, managing and delivering research contracts
- Strong grounding and experience in mixed-methods qualitative and quantitative research
- Demonstrable experience of facilitation and action-research methodologies
- Capable of self administrating, with well developed IT skills, and able to work effectively and creatively on limited resources

Desirable:

- A good understanding of current and emerging policy and practice in relation to the management of urban and rural land, woodlands, waterways and green spaces by communities and social enterprises
- A good understanding of the community and social enterprise sector more generally

Personal qualities:

- Passion for social and environmental justice and community-led solutions
- A systemic approach, that works with complexity and does not settle for the “easy” answers

- Innovative, facilitative and entrepreneurial
- Effective communicator and excellent interpersonal skills with a wide range of stakeholders
- Self-sufficient, well organised with focus on completion and delivery
- Energy, flexibility, drive and sustained good humour

We actively welcome applications from people with diverse backgrounds and experiences, and are aiming to build Shared Assets into a diverse and inclusive organisation.

Terms and conditions

Status: Employed

Salary: £21,000 (£35,000 pro rata)

It is our ambition that this will be a core role that will grow with the organisation, either into a full time position, or as the manager of a research team.

Hours of work: 3 days / week (21 hours)

The post is for 21 hours a week, normally within standard office hours, but some work will be required at evening and weekend events and meetings. We are flexible about working patterns and would expect to have a conversation about this at interview

Location: London (negotiable)

Shared Assets head office is in London but we work across the country. We would welcome applications from those based outside London but would require commitment to attending regular team meetings which are likely to be in London, and many of our clients are in London.

Holidays & benefits: 15 working days holiday each year in addition to statutory holidays. (Full time equivalent - 25 days).

Pension: 2% employer contribution with the People's Pension Trust

How to apply

Please send a two page CV and no more than two page covering letter to kate@sharedassets.org.uk

Your covering letter should focus on how you meet the person specification for this role, and include links to recently completed relevant research projects.

The closing date for applications is: Midday on Tuesday 31st July 2018

Interviews will be held in London on: Tuesday 7th August 2018

At your interview we will focus on how your skills and experience will enable you to undertake the main responsibilities outlined in the job description, as well as setting a short exercise.