



Senior Policy Researcher

APPLICANT INFORMATION PACK





Welcome from Emma Revie, Chief Executive

The work of our foodbank network is inspiring, but we face significant challenges ahead. Between 1st April 2019 and 31st March 2020, food banks in the Trussell Trust network distributed 1.9 million three-day emergency food supplies to people in crisis, a 18% increase on the previous year. More than 700,000 of these went to children.

I want to see the end of the need for emergency food services in every nation of the UK, to work with governments at every level to ensure that our benefits system provides a genuine safety net for people and work is paid a fair wage, allowing individuals and families to thrive rather than just stave off crisis.

Working for the Trussell Trust means making a difference in people's lives. To continue our vital work, we rely on a team of dedicated people. Come and join one of the fastest growing charities in the UK!

Emma Revie
Chief Executive



What we Do

Our aim is to end hunger and poverty in the UK. We support a nationwide network of 1,200 food bank centres across the UK.

Together, we provide emergency food and support to people locked in poverty, and campaign for change to end the need for food banks in the UK for good.

In the UK, more than 14 million* people are living in poverty - including 4.5 million children. As a nation, we expect no one should be left hungry or destitute, and we owe it to each other to make sure the right support is in place when we need it most.

It's simply not right that we live in a society where so many people are locked in poverty.

Together, we can end hunger and poverty in the UK.

[*14.2 million people in the UK population are in poverty.](#)
[The Social Metrics Commission, 2018](#)

Our values

The Trussell Trust is committed to community built on diversity, tolerance, cooperation, and mutual respect. We want to contribute to society and demonstrate social responsibility.

Our values are **Compassion, Justice, Community** and **Dignity**.

These are reflective of the values we see embodied throughout the Trussell Trust network of food banks.

Whilst we recognise that charities, churches and organisations running food banks may hold additional or distinctive values, these are the values which we hold together as a network, and by which we hold one another accountable.



How we Work

Our head office is based in Salisbury in Wiltshire, with satellite offices in London and Coventry.

We also have team members based across the UK supporting food banks at a local level.

Our support for the food banks in our network is delivered through six directorates, all of which report into our Chief Executive. These are:

- Operations
- Finance & Corporate Services
- Policy, External Affairs & Research
- Strategy & Impact
- Public Engagement

Whatever your skills or experience, there could be a role for you at the Trussell Trust.

Our Benefits

Our people are the most important thing the Trussell Trust has. Without our staff, we couldn't achieve our goals and create change.

Our staff are passionate about their work and the difference they make to the lives of others. The benefits package we offer supports our staff professionally and personally.

Benefits include matched pension contributions of up to 8%, group income protection, payroll giving, flexible working, season ticket loans, and enhanced contractual leave.

To find out more about the full range of benefits we offer, visit www.trusselltrust.org/employee-benefits.



The Role

Department: Policy and Research

Responsible to: Senior Research Manager

Hours: Full Time (37.5 hours per week)

Salary: £35,000 plus benefits

Based: Home based with occasional Travel to Salisbury or London offices or food banks, when appropriate



ROLE OUTLINE AND PURPOSE

This role will drive forward the delivery of the Trussell Trust's policy research strategy, exploring the structural causes of destitution and levels of need for food banks. The Senior Policy Researcher will be responsible for the delivery of qualitative and quantitative research, including participatory policy research. The role will work with the Senior Research Manager to monitor and assess policy research plans, and the Policy and Public Affairs team to support policy influencing planning.

RESPONSIBILITIES

- Coordinate, design, and deliver research projects and ad hoc analysis on policy areas which contribute to our strategic goal of ending the need for food banks, including Universal Credit, disability benefits, and debt
- Manage commissioned research projects, including codesigning data collection tools, monitoring budgets and strong project management
- Advise and support Policy Research Officers in delivering policy research projects and activity
- Help internal and external stakeholders make best use of the Trussell Trust's data and policy research, including quality assurance of outputs
- Liaise – as required – with other data and research-related colleagues to develop and deliver analytical projects, and share knowledge
- Support key colleagues to plan and deliver the Trussell Trust's wider influencing strategy, including colleagues in the Policy and Research department and beyond



Person specification

Technical skills and minimum knowledge:

- Understanding of quantitative and qualitative social research principles and analysis methods
- Track record of delivering social research and data analysis to support policy development or campaigns activity
- Proficient use of SPSS or similar statistical software, and experience of Tableau or similar data visualisation software
- Advanced writing skills, understanding writing with impact and producing concise outputs for a range of audiences
- Self-sufficient use of I.T., including proficiency in Word, Excel, PowerPoint, and project management processes

Behaviours and competencies:

- Balances competing priorities, working to tight deadlines and maintaining a constructive approach to challenges
- Communicates effectively, working collaboratively across teams and organisations
- Shows an eye for detail in developing and reviewing analysis and outputs
- Demonstrates a commitment to the values of the Trussell Trust
- Demonstrates empathy for people from disadvantaged, marginalised or socially- excluded backgrounds
- Role models inclusive behaviours and values

Key Stakeholders

- Policy and Research department, particularly the Senior Research Manager, Senior Policy Researchers, and Policy and Public Affairs team
- Organising and Local Mobilisation team
- Area Managers and National Leads
- Public Engagement department, particularly the Strategic Communications and Audience Insight and Engagement teams, and Changing Policy Business Partner
- Research partners, e.g. academics, policy research sector colleagues, government researchers

Our Values

The Trussell Trust is a charity that works to end the need for food banks. It is founded on and shaped by Christian principles.

Our values of dignity, justice, compassion and community, are central to all that we do and therefore supports our aim to be an organisation where the diversity of all employees is valued. We welcome people of all faiths and none, and those that are committed to these values.

We recognise that we have under-represented groups within our workforce. As part of our commitment to diversity and equality of opportunity we are actively encouraging applications from under-represented

groups such as returning parents or carers who are re-entering work after a career break, people who are LGBT+, from Black, Asian and Minority Ethnic backgrounds, with a disability, impairment, learning difference or long-term condition, with caring responsibilities, from different nations and regions and those with a lived experience of poverty as well as any other under-represented group in our workforce. We are committed ensuring the safety and protection of our employees from all forms of harm.



How to apply

If you feel you have the required passion, energy and enthusiasm to help us bring an end to poverty and hunger, then you're on your way to becoming part of something that will make a real difference to people's lives.

To apply for the role please go to our website to access our online application platform, Applied. This platform enables us to review your application anonymously to make our hiring decisions as diverse and impartial as possible.

You do not have to complete your application in one sitting, but you can save it and go back to it at any time before the closing date.

If you have questions about this position, please call 01722 580 209 or email recruitment@trusselltrust.org.

www.trusselltrust.org/jobs

