Senior Policy Researcher - FTC Until 31/05/2025

APPLICANT INFORMATION PACK

www.trusselltrust.org
Welcome from
Emma Revie, Chief Executive

Thank you for your interest in joining the Trussell Trust.

Last year, food banks in our network provided more than 2.1m parcels to people across the UK. This represents an increase of 14% compared to the same period in 2019/20. Over 830,000 of these went to children.

As the cost of living continues to soar, people who can least afford it, are feeling the impact the most. The work of our food bank network is inspiring, but it shouldn’t be needed.

Our vision is for a future without the need for food banks. It’s an ambitious goal, but we believe it’s achievable. To get there, we need to work with governments at every level to ensure that our benefits system provides a genuine safety net for people and that everyone is paid a fair wage. Everyone should be able to thrive, not merely survive, because they don’t have enough income to cover the essentials we all need.

Working for the Trussell Trust means you’ll be making a real difference to the lives of people across the UK. To continue our vital work, and realise our vision, we rely on a team of dedicated people who share our goal. We hope you’ll be part of that team!

Best wishes

Emma Revie
Chief Executive
We support more than 1,300 local food banks across the UK, providing practical, community-led support for people facing hardship.

But emergency food isn’t a long-term solution to hunger. People need food banks when they don’t have enough money for essentials. It’s not right that anyone needs a food bank to get by. That’s why we campaign for change to end the need for food banks in the UK and work with communities across the UK to change the things that push people to need a food bank.

We bring together data and evidence from food banks and the people who need them across the UK, gathering powerful information on our society. Our research projects give the most in-depth picture of who needs a food bank and why, helping us co-create and advocate for solutions that will ensure all of us have enough money to cover our basic needs.

We believe that, in coming together, we will build a future where none of us need a food bank, because none of us will allow it. That’s why we launched our five year strategic plan. We know our goal to end the need for food banks is ambitious, but by working Together for Change, we believe it is achievable.

Our values are the fundamental driving principles that underpin our work. Developed in consultation with food banks, our values encapsulate the spirit of what it means to be part of the Trussell Trust and our network.

Our values are:

**Compassion:** We stand in solidarity with people that need the help of food banks. We put the wellbeing of people served by food banks above everything else. We always uphold and protect their dignity.

**Justice:** We are motivated by a desire to see a more just society. It’s not right that anyone is facing hunger and poverty. Everyone should have enough income to afford the essentials.

**Community:** We believe we share the responsibility to support one another in our communities. To create change, we must work together for a fairer society.

**Dignity:** We recognise the innate value of each individual person and seek to prioritise the other person’s needs and concerns in the spirit of mutuality and friendship. Regardless of background.
Our team members are based in all four nations of the UK, supporting both our national work and food banks on a local level.

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

- Corporate Service
- Network Operations
- Network Programmes and Innovation
- Participation
- People and Inclusion
- Policy, Research and Impact
- Public Engagement
- Strategic Communications

Whatever your skills or experience and wherever you are based in the UK, there could be a role for you at the Trussell Trust helping our work towards a future without the need for food banks.

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

All of our roles undergo a Job Evaluation and Benchmarking programme which has resulted in the implementation of a robust methodology for evaluating and setting salaries.

As a result we now have established levels and spot rate salaries based upon the market rate for all our roles that are non-negotiable. Our pay principles are important to us, they are grounded in a transparent and competitive approach to pay.

The benefits package we offer supports our staff professionally and personally.

Benefits include matched pension contributions up to 8%, company sick pay package including income protection insurance, enhanced Family leave including maternity and paternity, flexible working, payroll giving, enhanced contractual leave including the option to buy and sell holiday once a year.
The Role

**Directorate:** Policy, Research and Impact  
**Responsible to:** Senior Research Manager  
**Hours:** Full Time (37.5 hours per week)  
**Salary:** £44,403 per annum plus benefits  
**Based:** Home based within the UK with some travel to London and Salisbury offices, or travel to food banks including attendance to staff conferences, 121’s and team away days

**Role outline and purpose**

This role will help drive forward the delivery of the Trussell Trust’s policy research strategy, developing and contributing to critical pieces of research that help progress our vision of ending the need for food banks.

The Senior Policy Researcher will be responsible for developing and delivering insightful and timely qualitative, quantitative and participatory policy research. As well as producing and scrutinising high-quality mixed-methods research, they will work closely with colleagues to ensure that this is accessible for a range of audiences in order that it can best meet the organisation’s policy influencing goals.

**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 (but not limited to) Universal Credit, disability benefits, mental health, in-work poverty and debt
- Manage commissioned research projects, including codesigning data collection tools, monitoring budgets, quality assurance and strong project management
- Embed equality, diversity and inclusion principles in internal and commissioned research project design, prioritising participatory methods that support the voice of lived experience
- Advise and support Policy Research Officers and Network Policy & Research Officers in supporting the food bank network to understand and use our research, but also to deliver their own, where appropriate
- Help internal and external stakeholders make best use of the Trussell Trust’s data and policy research, including quality assurance of outputs, and compelling written and oral communication of our research findings
- 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:

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

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 a strong eye for detail in reviewing analysis and outputs
- Demonstrates a curiosity to interrogate data and research, and what it can teach us about poverty in the UK
- Demonstrates a commitment to the values of the Trussell Trust
- Demonstrates empathy for and an ability to work with 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, Research Manager, Senior Policy and Public Affairs Manager, and Policy Campaigns Manager
- Organising and Local Mobilisation team
- Public Engagement department, particularly the Strategic Communications and Audience Insight and Engagement teams, and Changing Policy Business Partner
- External research partners, e.g. academics and policy research sector colleagues, other charities and government researchers
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 580 180 or email recruitment@trusselltrust.org.

www.trusselltrust.org/jobs

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 LGBTQI+, from racially minoritised communities such as 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 to ensuring the safety and protection of our employees from all forms of harm.