

## Principal research fellow, Geopolitics

### Welcome

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Thank you for your interest in the role of principal research fellow, geopolitics, at the Institute of Public Policy Research (IPPR). IPPR was launched in 1988, with the aim of generating and researching alternative, progressive policy ideas. Over more than three decades since, IPPR has worked to ensure that ideas that once seemed impossible have become reality. We are passionate and committed to working towards a fairer, greener, and more prosperous society through our pioneering research as the UK's leading progressive research charity.

From making the early case for the minimum wage and taking regional inequality to the top of the political agenda, to proposing a windfall tax on energy companies, our research and policy work has put forward practical solutions for the crises facing society - to enable justice, progress and change. In 2004, IPPR North was launched to lead work on devolution and regional inequality and connect our work more deeply with people of the villages, towns and cities too often been neglected by national policymakers. A decade later came the launch of IPPR Scotland, with the aim of shaping progressive policy north of the border as increasing powers were transferred to the Scottish parliament.

We are looking to recruit a talented and experienced researcher and policy thinker to develop our research, policy and public profile in geopolitics. IPPR produces ideas and analysis to generate progressive change. The international programme is 18 months old, and our aim is to enable the UK government to successfully navigate this unstable, challenging 'world between orders' to deliver progressive outcomes – both domestically and internationally.

You will lead our existing geopolitical work (including a research project on the UK's relationship with Europe and an event series on the UK's geopolitical choices) and develop a subsequent programme of work in the area.

You will combine a capacity to develop impactful, high-quality research with the communication skills necessary to communicate compelling ideas to key stakeholders and the political insight to understand how to turn ideas into real-world policy impact. You will be a proactive self-starter who is driven and effective, and comfortable juggling different tasks and workstreams. You will also be a collaborative team player, who will relish helping to build a positive, collective culture in our international team.

If you believe you have the skills and qualities we are seeking, we would be very pleased to hear from you.

## About us

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The Institute for Public Policy Research (IPPR) is an independent charity working towards a fairer, greener, and more prosperous society.

We are researchers, communicators, and policy experts creating tangible progressive change, and turning bold ideas into common sense realities.

Working across the UK, IPPR, IPPR North, and IPPR Scotland, and through our pioneering participative research, we are deeply connected to the people of our nations and regions, and the issues our communities face.

We have helped shape national conversations and progressive policy change for more than 30 years. Today, our work drives social, democratic, environmental, and economic progress by securing:

- well-funded and reformed public services (health, care, housing, education) and social security that ensures everyone has access to the basics they need to flourish
- a renewed democracy which gives everyone a voice in society and passes power down to people, places, and communities, alongside a fair and compassionate immigration system which supports social integration
- a modern, green economy that delivers prosperity and justice to all people and places through actively shaping markets for social good and tackling concentrations of wealth and power.

### LANDMARK RESEARCH

Over the last two years, IPPR has made significant contributions to the AI policy debate. In [“Transformed by AI”](#) we estimated the degree to which the UK jobs market could be impacted by generative AI and outlined the various tools that could be used to manage it. This included the call for a job-centric industrial strategy for AI. In [“the new politics of AI”](#) also called for a [re-think of AI policy](#), to make it more mission aligned and linking it more to democratic deliberation. In [“the direction of AI innovation in the UK”](#) we produced a first-of-its-kind quantitative measure of AI innovation and highlighted where policy currently falls short.

Our landmark reports have included the Commission on Economic Justice, a two-year inquiry to examine the challenges faced by the economy, which brought together leading figures from business, trade unions and civil society, including the Archbishop of Canterbury, the head of the City of London Corporation and the general secretary of the TUC. Its [2018 final report](#) won broad support for its bold proposals to fundamentally reform the UK economy, and is still shaping debate today.

IPPR's cross-party Environmental Justice Commission was established to respond to the climate crisis and put forward a Green New Deal plan for the UK to move to net zero. Its [influential report](#), designed to secure public support for the transition because it put fairness at its heart, was published in 2021. A further IPPR [Commission on Health and Prosperity](#) has recently concluded and was lauded by Wes Streeting, the secretary of state for health and social care.

Throughout IPPR's history, the Institute has meanwhile incubated and launched a series of practical initiatives to test and demonstrate our ideas in practice, including [Frontline](#), [Think Ahead](#), and [The Difference](#). We also incubated [Centre for Cities](#) which became independent in 2007 and more recently, [Workwhile](#), which became independent in April this year.

Across the decades, generations of IPPR leaders, researchers and communicators have helped to transform the climate of ideas and propose practical policies to put them into effect, work which continues today. Our alumni community have gone on to work at the highest levels of the media, government, parliament, business and civil society organisations.

## **Job description**

**Job title:** Principal Research Fellow, Geopolitics

**Responsible to:** Associate Director, International Policy

**Responsible for:** Research Officer (task management)

**Contract:** 18-month fixed term contract with possibility of extension

**Hours:** 30 to 37.5 hours a week (open to flexible working patterns)

**Salary:** £55,196 to £68,139 per year depending on experience, plus benefits

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### **Role purpose:**

The Institute for Public Policy Research (IPPR) is looking for a talented and experienced researcher and policy thinker to develop its research, policy and public profile in geopolitics.

IPPR produces ideas and analysis to generate progressive change. The International Programme is 18 months old, and our aim is to enable the UK government to successfully navigate this unstable, challenging 'world between orders' to deliver progressive outcomes – both domestically and internationally.

To help us achieve this we are creating a new position - Principal Research Fellow on Geopolitics. You will lead our existing geopolitical work (including a research project on the UK's relationship with Europe and an event series on the UK's geopolitical choices) and develop a subsequent programme of work in the area.

You will combine a capacity to develop impactful, high-quality research with the communication skills necessary to communicate compelling ideas to key stakeholders and the political insight to understand how to turn ideas into real-world policy impact. You will also be a proactive self-starter and a team player who enjoys working collaboratively.

### **Main responsibilities:**

#### **Policy impact & profile**

- Develop IPPR's portfolio of work on geopolitics, in consultation with the Associate Director for International Policy. This will position IPPR as a politically savvy, practical, progressive voice in policy debates about the UK's geopolitical choices.

- With colleagues, develop advocacy and communications strategies for the ideas and policies being developed, and successfully deliver these.
- Maintain and further develop knowledge, profile and a network of contacts including academics, policymakers, media, enabling you to stay up to date and influential.
- Represent the Institute in geopolitics, speaking at high profile events to relevant audiences.
- Represent the Institute and its work in the media (across print, broadcast and social media) making IPPR a visible and credible voice in the UK media debate on geopolitical issues.
- Support the Associate Director for International Policy in the design and delivery of a wider programme of research and policy development on international policy.

### **Research & project management**

- Ensure the successful development, funding, management, budget, delivery and dissemination of geopolitical research projects, ensuring all projects are completed to time, on budget and are of a high standard.
- Conduct high-quality, policy focused, politically relevant research. This could include working with data, historical or cross-country comparisons, as well as engagement with leading thinkers and practitioners, amplifying key ideas being produced by others.
- Drawing upon research, lead IPPR's policy development relating to geopolitics, generating effective and compelling ideas.
- Oversee other research projects within the international team as delegated by the Associate Director.

### **Fundraising**

- Initiate and maintain strong working relationships with funders.
- Successfully fundraise for projects within the international team on geopolitics and related themes.

### **People management**

- Line and/or task manage research staff, ensuring direct reports have performance reviews and supervisions consistent with IPPR's performance management framework; and feed into the performance reviews of those being task managed, working effectively with line managers.
- Identify external experts who could support IPPR's work in geopolitics and international policy as Associate Fellows, and oversee their work, ensuring

they contribute effectively and strategically to IPPR's international programme

- Work effectively in different ways across the organisation, both leading cross-cutting projects and contributing collaboratively to projects led by others.

### **Corporate role**

- Assist the Associate Directors and Directors in the development of IPPR's wider research programme including contributing to new project development, research reviews and providing general research support across IPPR.
- Participate in the Research and Impact Committee and other internal research groups, so as to maintain an overview of all corporate issues and contribute to wider discussions on organisational strategy.
- Support IPPR's ongoing organisational development by contributing to strategy and change management
- Deputise for the Associate Director International as required.

## **Person Specification**

### **Knowledge, skills and experience**

#### **Subject expertise**

- Deep expertise in geopolitics, applied to UK public policy. This could be from a number of entry points, including UK foreign policy, the UK's relationships with other countries / blocs (e.g. EU, US), international relations etc.
- Experience of working across a number of themes within geopolitics, and a capability to develop new areas of knowledge, sometimes at pace.

#### **Research skills**

- Highly developed research skills, including original analysis (quantitative and / or qualitative) as well as strong abilities in analysis and synthesis of others' work.

#### **Political insight**

- Sophisticated insight into the domestic political context within which UK geopolitical decisions are made.

#### **Relationships and influencing**

- A demonstrable track record of successfully influencing public policy.

**Project management**

- Excellent programme management capability, including setting and overseeing budgets and project delivery.

**People management**

- Proven people management experience, including coaching and performance management of staff.

**Communication skills**

- Excellent written, verbal communication and presentation skills, including experience performing for broadcast media.

**Values and approach**

- Being a kind, supportive and respectful colleague who enjoys working collaboratively with others.
- A willingness to travel and undertake some work out of hours occasionally, including attending conferences and events.
- Commitment to IPPR's purpose and values.

## Terms of appointment

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Working for IPPR brings a range of benefits, with generous leave allowances and a commitment to work-life balance. We have offices in Manchester, London and Edinburgh and many staff work remotely for part of their week.

### **Salary**

The salary for this role is £55,196 to £68,139 per year plus benefits on a full-time basis.

We generally appoint at the bottom of the pay scale. Our pay scales are designed to reward staff for the knowledge, skills and experience they develop over time, and we are committed to encouraging progression and promotion through our annual performance process. Basic rates of pay are also reviewed annually.

### **Contract period**

This is an 18-month fixed term contract with possibility of extension.

### **Location**

This post will be based in our London office, right at the heart of Westminster, with staff expected to be in the office at least 40 per cent of their working hours. As part of our commitment to flexible working we will consider a range of options for the successful applicant to fill the post. All options can be discussed at interview stage.

### **Annual leave**

We offer a generous 25 days of annual leave plus bank holidays and five additional Christmas closure days per year.

### **Pension**

We recognise how important it is to help you save for your retirement and offer a defined contribution group stakeholder pension scheme with Aviva. You can choose to contribute up to 5.5% of your annual salary and we will match it.

### **Probation period**

All appointments are subject to a six-month probationary period. This is a chance for us to support your induction and development, and make sure you have all you need to settle into IPPR and be effective in your new role. During probation you are required to give two weeks' notice.



## **Additional benefits**

### **Wellbeing at work**

We provide a number of ways to support your wellbeing including an occupational health service, Mental Health First Aiders and Employee Assistance Programme which is available 24 hours a day, 365 days a year. This offers in the moment support and counselling for home-life and work-related issues as well financial and legal support, specialist information and signposting services.

### **Family friendly**

We offer generous carer and parental leave, and family friendly policies designed to support staff with their family commitments, including up to 21 weeks maternity, adoption or shared parental leave at full pay, and six weeks paid paternity leave.

### **Flexible working**

We're open to a variety of flexible working arrangements, allowing staff to adjust their working day to suit their individual needs.

We also offer paid time off to deal with emergencies, unexpected situations and certain other unplanned special circumstances.

### **Learning and development**

We are fully committed to the learning and development of our staff, and as part of our team you can look forward to quality training and development opportunities. We believe in helping all our staff to make the most of their talents and realise their full potential - that's why we provide everyone with the opportunity to develop and offer five days paid study leave per year.

You will have the opportunity to undertake development to meet the needs of your role and for professional and personal development through formal and informal development opportunities and on-the-job training. Everyone has regular career development conversations, with their manager and we encourage learning to be shared.

### **Union and staff networks**

We offer the option to join a trade union and have thriving staff-led networks to make sure everyone has a voice. These provide an outlet for sharing experiences and empowering colleagues to build an inclusive culture across IPPR. Hearing thoughts and ideas from our colleagues about how and where we can improve is key to us being a great place to work and is central to our values, ethos and objectives as a progressive organisation.

### **Giving back**

We offer three days paid special leave to participate in volunteering activities.

### **Equality, diversity and inclusion**

IPPR is committed to equality of opportunity and welcomes applications from all sections of the community, and from applicants with a range of professional and lived experiences. As an organisation engaging in critical debate about a wide range of progressive policy issues, we value the creativity and range of perspectives that a diverse team can provide.

## How to apply

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We hope you will consider making an application. To make an application, please send as one document (in PDF format):

- your updated CV (**no more than three sides**)
- a two-page supporting statement that sets out under separate headings why you think this role is the right move for you and how you meet the knowledge, skills and experience criteria.

If you pass to interview stage, we will also ask you to prepare a short presentation question.

We would also be grateful if you complete the [equality and diversity monitoring form](#). This form is for monitoring purposes only and is not treated as part of your application.

Please send your completed application to [applications@ippr.org](mailto:applications@ippr.org) quoting **ref. PRF/JULY**

**Closing date for applications:** 9am on Tuesday 26 August

**Interviews** will take place in our London office on Tuesday 9 September

Please contact us at [recruitment@ippr.org](mailto:recruitment@ippr.org) if you need any help or adjustments to apply for this role or the application materials to be sent to you in a different format.

### **What happens next**

We are committed to informing all applicants of the outcome of their application, but in some cases, due to the large number of applications we receive for certain jobs, this may take a while. Unfortunately we are unable to provide individual feedback to those whose applications have not been shortlisted.

We wish you every success with your application and thank you for your interest in IPPR.

# Applicants guide: Right to work in the UK checks

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## 1 Overview

UK employers are legally required to conduct Right to Work Checks. This is done to verify that their prospective employees have the appropriate and valid permission to work in the United Kingdom. This requirement is set out under the Immigration, Asylum and Nationality Act 2006, specifically Sections 15 to 25, and is supported by Home Office guidance that is updated regularly.

You'll need to prove your right to work in the UK before you start working for us, whether permanent, temporary, part-time, or casual. How you do this depends on your nationality and what kind of permission you have to work in the UK.

This process must be applied consistently to all candidates, ensuring non-discriminatory practices irrespective of nationality, race, or ethnicity.

To verify a job applicant's right to work in the UK, the employer is required to check and retain evidence of from a list published by the Home Office. You can access the list [here](#). We are unable to accept applications from candidates that cannot provide documentary evidence of right to work in the United Kingdom, and we will not be able to confirm employment until this documentation has been produced. You must produce an original document – photocopies are not acceptable under the Act.

## 2 If you're a British or Irish citizen

If you're a British or Irish citizen, you can prove your right to work in the UK with either of the following:

- a British passport
- an Irish passport or passport card

Your passport or passport card can be current or expired.

If you do not have a passport or passport card, you can prove your right to work with one of the following:

- a UK birth or adoption certificate
- an Irish birth or adoption certificate
- a certificate of registration or naturalisation as a British citizen

You must also give your employer an official letter or document from a previous employer or a government agency.

For example, you could use a letter from HM Revenue and Customs (HMRC), the Department for Work and Pensions (DWP) or the Social Security Agency in Northern Ireland.

The letter must show your name and National Insurance number.

### **3 If you're not a British or Irish citizen**

If you're not a British or Irish citizen, you can prove your right to work with:

- a share code - you can [get a share code online](#)
- your [eligible immigration documents](#)

You can choose which option you use.

#### **If you cannot prove your right to work**

If you're not a British or Irish citizen, your employer can check if you can work with the [employer checking service](#).

If you're a Commonwealth citizen, you may be able to [get documents to show that you can work in the UK through the Windrush Scheme](#).

If you have any further queries about these provisions, please do not hesitate to ask.