



Researcher

Job Description and Person Specification

Climate Outreach is recruiting for a full-time permanent Researcher role, to work within the Research Programme and support the organisation.

We're looking for an early career researcher who wants to develop their skills and expertise in the field of climate communication. In this position, you will support the Research Programme and wider organisation to deliver evidence-based public engagement recommendations. You will be working closely with the Senior Programme Lead: Research, and Senior Researcher, as well as project managers to ensure that projects reach completion on time and within scope. Your responsibilities will involve conducting research to a high-standard using qualitative and quantitative methods in the delivery of key strategic projects, such as [Britain Talks Climate](#).

Key to success in this role will be the ability to work independently and as part of a team, excellent communication and organisational skills, and a strong foundation in research methods. This will be a highly stimulating and enjoyable job with many opportunities for building experience and developing new skills. You will be working within an enthusiastic team and will be working closely with colleagues across the organisation.

Salary:	starting salary £25,200.00 - £28,000.00 (FTE,pa)
Benefits:	if eligible 3.5%-5% pensions, enhanced parental leave pay, cycle scheme, flexible working arrangements and 33 days of annual leave (FTE).
Hours:	35 hours per week
Reporting to:	Senior Programme Lead: Research
Location:	Preferably Oxford office based. Flexible and remote working is available for the right candidate.



Job Description

Conducting Research:

- Support on the design, delivery, facilitation, and analysis of qualitative research (such as interviews and focus groups)
- Support on the design, delivery, and analysis of quantitative research (such as online surveys and randomised control trials)
- Conduct desk research, including the rapid analysis and assimilation of academic publications and policy/NGO reports

Dissemination of Research

- Promote and disseminate research project findings with support from project managers and the communications team
- Contribute to the writing of research reports
- Write blogs, short journalistic pieces or similar communications to convey research findings
- Prepare and deliver presentations research findings in workshops and webinars to internal and external stakeholders

General

- Work with project managers to keep research within project scope, budget and timeline
- Collaborate with colleagues to develop the Britain talks Climate model
- Contribute to improvement of wider Climate Outreach research processes as required
- Undertake any other reasonable duties related to the position as necessary

Climate Outreach works with partners and contractors located in different time-zones. Therefore the post-holder may be asked to travel or work outside of core hours to support project delivery.



Person Specification

Essential:

- Some knowledge of all stages in the delivery of social science research projects, including planning, conducting, analysing and reporting
- Experience of writing research reports to various stakeholders in the research and non research community
- Proficiency in quantitative data analysis, including ability to analyse data using Google Sheets, JASP or R or ability to self-learn with support from the team
- Demonstrable experience in presenting research findings to a diverse range of audiences through reports, webinars, blogs and through other channels
- A self-motivated worker comfortable being part of a larger team as well as working independently
- Demonstrable experience in problem solving and a results-oriented attitude
- Strong organisational skills and efficient time management, ability to manage multiple tasks and priorities.
- Committed to personal professional development
- Interest in building public engagement with climate change and a commitment to the values of Climate Outreach.
- Proficiency in office ICT including Google's G suite applications and CRM software e.g. Civi CRM
- A graduate qualification (Masters or above) in a relevant field.

Desirable

- Experience of working in fast moving environments as part of a cross- departmental team
- Experience in developing, promoting or advocating public engagement in climate change
- Proficiency in qualitative data analysis



Our values

Collaborative

- We co-design work with partners and seek to equip others with expertise and knowledge. We act in service to others and the wider movement.
- We empower each other by working closely together in a supportive manner, sharing ideas and knowledge. We actively seek to work without silos and with flexibility.

People-centred

- We put people at the centre of the climate story, rather than science, technology, finance or policies.
- We treat each other with respect – as equals with concerns, hopes and aspirations.

Credible

- We are evidence-based and research-led. Evidence is our starting point, not an add on.
- We seek to live by our values, including by reducing our carbon footprint. We know this isn't easy but we do our best. Where we struggle, we are open and honest about that.

Integrated

- We act as a bridge between different sectors, disciplines and communities.
- We recognise that public engagement and the work we do is a part of the puzzle, along with the work by other actors in the climate sector.

Focused

- We focus on doing meaningful work that makes a difference to our mission. We seek leverage points in order to create systemic change.
- We recognise the tension between committing to our work and maintaining our wellbeing. We do not sacrifice the wellbeing of staff to this value, because we recognise that happy staff allow an organisation to be dynamic and creative.



Diversity, equity and inclusion

Climate Outreach is committed to providing equal employment opportunity in all of its employment programs and decisions. We recognise that a diverse and inclusive movement is critical to solving climate change and that we must ensure that those directly impacted – particularly those who have been excluded in the past – are at the centre of the movement for change.

We do our best to make staff positions accessible to all potential team members, regardless of race, colour, national origin, ethnicity, age, disability, assigned gender, gender expression or identity, sexual orientation or identity, religion or creed, veteran status, and marital or parental status. We strive to recruit team members from communities most impacted by climate change or impacted by other kinds of environmental, social, and economic injustice. We therefore strongly encourage applications from people of colour, women, LGBTQ people and members of marginalised communities. Climate Outreach Oxford Office is wheelchair accessible.

If you are invited to interview for the position, do let us know if you would like any carer's costs that you incurred due to attending this interview to be reimbursed. Interviews will be carried out remotely due to Covid-19.

Application process

How to apply: To apply please complete our application form and optional diversity, equality and inclusion monitoring form and email to recruitment@climateoutreach.org with the job title as a subject of the email.

Application deadline: 10am, Thursday 28th October 2021

Interviews: The interviews will take place on **Wednesday 3rd November 2021**. The interview will include an exercise to complete. Interviews will be carried out remotely due to Covid-19.

Start date: The role is envisioned to start as soon as possible.