

## **INFLUENCE AT WORK UK: BEHAVIOURAL SCIENCE CONSULTANT**

### **About us**

INFLUENCE AT WORK (IAW) is the behavioural science consultancy set up by two of the most renowned names in the field of behavioural science, Robert Cialdini and Steve Martin. Our books have sold over 6.5 million copies, our research is taught in major universities around the world and we have been applying our insights to deliver measurable impact for nearly 20 years.

We take the latest thinking and research in behavioural science and creatively apply it to commercial and societal challenges for our clients around the world. By introducing a small change, we can make a big difference. We work across different industries, government and not-for-profit sectors. Our work is incredibly varied.

For example, specific projects include:

- Creating and rolling out a training programme for conservation charities and designing and implementing RCTs across South East Asia to reduce humans' impact on the environment by changing a range of behaviours, from encouraging 'green' farming practices to reducing demand for wild meat
- Collaborating with Government and Policy Makers to maximise take up and rollout of the Covid-19 Vaccine through behaviourally informed communications and processes
- Applying behavioural science to reduce fare evasion on transport networks in cities across Ireland, France, Sweden and Australia
- Using behavioural science insights to improve retail outcomes for a range of companies – such as optimising the menus and service for a major fast-food franchise in South America
- Teaching behavioural science, including designing and leading the Behavioral Science Executive Education Programme at Columbia University, NY

Despite our global reach, broad network and impressive credentials we are also an incredibly close-knit organisation. Everyone in our team plays a crucial role. We are an inclusive and supportive place of work where everyone plays their part to deliver world-class client results whilst building their mastery and contributing to the advancement of our science.

Working at IAW means full visibility, unparalleled access, as well as unique opportunities to work with some of the world's most respected researchers and practitioners on projects that are as fascinating and complex as they are rewarding and fun.

We are on an exciting growth trajectory and need 1-2 more talented behavioural scientists to join our world class team.

Find out more about us at [www.influenceatwork.co.uk](http://www.influenceatwork.co.uk)

### **What we offer**

We are seeking behavioural scientists who aspire to be our field's future elite. You are most likely a recent graduate in behavioural or social sciences. You will be fascinated by the prospect of using your behavioural science knowledge to build bridges from theory to meaningful real-world practice.

Our consultants are client facing from the outset and you can expect to work on one or two projects at a time. Our clients are international so you should expect to travel abroad as well as in the UK.

We provide the chance to develop your skills across a variety of projects and to build your profile from a platform that few can match. In addition to the usual 'package' you will be afforded trust and autonomy, provided with flexibility and, of course, the chance work with an incredibly smart, motivated and dedicated team.

Due to our size, we offer early responsibility, variety and a family feel, along with progression and career opportunity as we grow.

### **In return, we are looking for...**

Our clients come to us for our behavioural science expertise and academic rigour. Successful candidates are required to have:

- a strong academic background (Masters) in behavioural science, social psychology, cognitive psychology or a related field such as economics, data science, statistics, public policy
- familiarity with fundamental behavioural science research and theories
- understanding of experimental and scientific approaches

Skill in the following area is highly desirable:

- how to analyse data to measure a significant impact and the ability to use statistical programmes (SPSS, R or Stata are preferred)

In addition to your technical capabilities, we are looking to see that you

- write clearly, concisely, with purpose and energy
- speak compellingly and adapt to your audience
- are a team player that listens to and supports others
- can build rapport with new people in a professional setting
- are creative and adventurous
- show initiative and can work independently with appropriate guidance
- think analytically with attention to detail and a robust approach
- achieve high standards when delivering multiple things at a time
- are open and willing to learn

## Contract details

**Contract:** 1-year fixed term with the expectation to extend to permanent

**Hours:** Full time

**Pay:** £25-30k depending on experience

**Location:** Our office is in Harpenden near London but we are currently working from home. You are not expected to relocate or daily commute to the office when open.

**Right to work:** We can only consider people with a right to live and work in the UK

**Number of vacancies:** 1 or 2

## Application process

While we would love to meet you in person, the application process will be fully remote owing to lockdown and travel restrictions.

To apply, please follow [THIS LINK](#) or visit:

[https://influenceatwork.fra1.qualtrics.com/jfe/form/SV\\_dnef0juYxvPaI4u](https://influenceatwork.fra1.qualtrics.com/jfe/form/SV_dnef0juYxvPaI4u)

You will be asked:

1. To fill in a few short response questions (in lieu of a cover letter).
2. To upload your CV (maximum 2 pages).
3. To upload your response to a short Task (Task 1). This is an opportunity for you to get experience of some of the work we do at IAW. Click the links below for the task:

[\[PDF\]](#) or visit: [http://www.influenceatwork.co.uk/uploads/Job\\_Task1.pdf](http://www.influenceatwork.co.uk/uploads/Job_Task1.pdf)

[\[DOC\]](#) or visit: [http://www.influenceatwork.co.uk/uploads/job/IAW\\_task1.docx](http://www.influenceatwork.co.uk/uploads/job/IAW_task1.docx)

You need to submit all three ahead of the **application deadline: 9am 22nd February 2021.**

Successful candidates will be invited to interview.

The first round of interviews will involve:

- An online competency interview: This is an opportunity to discuss your application, your Task 1 response, and ask us any questions you may have.
- Task 2: You will be presented with another situation that's typical of an IAW project and will have 48 hours to submit a 500-word written response. This will be followed by an online group interview to discuss the task.

Successful interviewees will be invited to a final round, including an online interview with a senior team member.

Should you require any reasonable adjustments for interview please highlight this when you are invited.

**Application deadline:** 9am 22<sup>nd</sup> February 2021

**1<sup>st</sup> Round:** Weeks starting 1<sup>st</sup> and 8<sup>th</sup> March 2021

**Final Round:** Week starting 15<sup>th</sup> March 2021

**Offer:** In the week starting 22<sup>nd</sup> March 2021

**Start date:** As soon as available