

Senior diversity research analyst – job description

New Financial is an ambitious and growing capital markets think tank that launched in 2014 to make the positive case for the valuable role that capital market can and should play in driving the economy. We are currently hiring a full-time senior research analyst to lead our diversity research programme.

The role:

Our new senior research analyst will lead substantive research from day one. This role is a fantastic opportunity to develop your research skills, become a subject-matter expert, and raise your public profile – and you will see the impact of your research first-hand.

The role will focus on our diversity programme. We publish 6-8 research reports and host up to 15 events a year on this topic.

The role will usually be based at our offices in Green Park, London W1, however because of Covid most of the team is working remotely.

Period of work: Full time, immediate start

Working day: 9am-6pm (we do offer the opportunity to work flexibly around core hours).

Location: Office, London W1 (currently virtual working from home; partial remote working will be available permanently)

Individual specification:

- Motivated, self-starting, enthusiastic and intellectually curious
- Excellent written and spoken English
- Experience of qualitative and quantitative research
- Educated to degree level
- At least two years' experience working in a research (or related) role, eg. in academia, government, industry or third sector etc.
- Strong attention to detail
- High capacity for hard work
- Good working knowledge of Excel
- Experience or demonstrable interest in diversity, allied with a keen interest in public policy and capital markets
- Must have all necessary paperwork and permissions to work in the UK

Job specifications:

- Leading specific diversity research projects
- Leading design of data collection and methodology
- Collecting and analysing data using a variety of quantitative and qualitative techniques
- Conducting desk research, semi-structured interviews, literature reviews and summarising academic papers and speeches
- Presenting research findings at internal and external events
- Contributing to diversity programme planning and ideas for both research and events
- Helping to build and maintain contacts in fields relevant to our diversity and culture coverage from the financial services industry, government, regulators, policy-makers and academia

- Acting as an ambassador for New Financial across our financial services audience and beyond

Salary:

The role will pay an annual salary from **£40k** commensurate with experience, plus ad hoc bonuses based on quality of contributions to completed research projects.

Benefits include: Pension contribution, private health insurance, 25 days + week of Christmas holiday

About New Financial:

We are a small team of two partners, two senior researchers, two junior researchers and four support staff. Our office has a collegiate atmosphere, so there is plenty of opportunity for the right candidate to quickly develop their skills and expertise, increase their responsibilities and have an impact.

We have built a strong reputation across the finance sector, regulators and policy makers for the quality and depth of our research and events programme. Our areas of coverage are:

- 1) Making the positive case for capital markets in Europe
- 2) Rebuilding trust between market participants and regulators, government and the man on the street
- 3) Rethinking pay
- 4) Diversity and culture

Our diversity work:

New Financial is HM Treasury's exclusive data partner to monitor the progress of signatories to the [HMT Women in Finance Charter](#), which gives us unparalleled insight into female representation in financial services and what the industry is doing to improve it. However, we do not focus purely on women; for example, in 2021 we published a thought paper on **A renewed focus on social mobility**, and research on **Accelerating Black Inclusion**, and we are working on a big piece of research to create a **Diversity Toolkit for Investors** among other projects. Our new senior research analyst will work on all these projects and more.

In addition to our work with HM Treasury, we regularly collaborate with the Financial Conduct Authority and the Bank of England in addition to companies across the financial services sector. We firmly believe that diversity is not only essential to running a sustainable and successful business, but that it is a fundamental part of changing culture and rebuilding trust in capital markets.

Our ground-breaking diversity research aims to underpin the controversial and often anecdotal debate about diversity in the financial services sector with data – both hard numbers and structured qualitative analysis. Our work has been widely circulated and cited by the industry, regulators and the media, and prompted discussion and action from the watercooler to the boardroom across the industry.

For more details on our work and examples of our research, visit www.newfinancial.org and/or email Maja Bijelic maja@newfinancial.org for a list of recent and upcoming research and events topics, including links to our research.

General:

- Candidates must have the legal right to work in the UK, and will be asked to provide evidence of this before starting work at New Financial

- Previous staff/interns at New Financial have gone on to similar roles (eg. at central banks, regulators, consultancies) or further studies.
- Previous staff/interns have received bylines in published reports (including our HM Treasury work)

Application procedure:

To apply for the Senior Diversity Researcher role, send your CV and a short cover letter including:

- why you are interested in the role, what particular skills you would bring to it, and how your previous experience is relevant to it,
- mention an area of our coverage or a report and why you find it interesting
- an area of diversity research you think would be relevant and interesting for us to look at and why

to Maja Bijelic at maja@newfinancial.org

Please include 2021 DIVERSITY RESEARCHER in the subject line of your email. Any applicants who do not send their CV with a cover letter as above will not be considered. Any questions, please contact Maja Bijelic by email or telephone 0203 9004024.