



The role

We're looking for an enthusiastic, creative and analytically minded researcher to join our expanding team.

Working for our Head of Research and under guidance from our Director of Research you will have responsibility for the delivery and development of a wide range of analytical projects.

You will contribute to the continuous development of our world-class methodology. This will include developing and testing insightful survey items and methodological improvements and innovations to keep Best Companies at the forefront in the measurement, reporting and development of employee engagement.

Using both quantitative and qualitative research techniques, you will mine our extensive databases generated from the surveying of over 3.5 million employees from over 4,000 organisations to compare and contrast with the research of others. You will discover trends and patterns by performing interesting and insightful analysis, which identifies areas of best practice from organisations, sectors and areas of business.

Overall, you will be able to process large amounts of information quickly and have an eye for spotting patterns and exceptions. You will have the creativity to propose theories that explain the data, the statistical abilities to test your theories and the written and verbal skills to effectively communicate the interesting and the significant.

Liaising with our Brand, marketing and Insights team you will deliver insightful, thought-provoking analysis to promote the latest thinking in employee engagement; thereby helping people and organisations to better understand and improve engagement levels within their workplaces.

Working within a small but focused team, you will have a self-starter mind-set, being comfortable to produce results without close supervision, driving forward the research interests of the company.

As a strong collaborator, you will work with other researchers and teams across our business. You'll be able to communicate simply and accurately to those without a research background; using these skills to help improve the products we offer and to provide thought through analysis, information and reasoning to journalists, clients and for our own publication.

You will have an interest in Occupational Psychology and Employee Engagement.

Responsibilities

- Research – taking current knowledge about Employee Engagement, testing, building on and analysing it using our data sets and helping to improve the understanding of this complex area through blogs and whitepapers
- Development and Innovation- developing new processes, products and methods
- Best Practice – analysing companies’ current policies and processes to uncover examples of best practice.
- Collaboration – helping with client requests, designing and improving products and processes
- Business Review – competitor research and comparison, communicating how our methodology differs from that of other consultancies and from academic models
- Eligibility and integrity checking – Helping to analyse incoming data for accuracy, validity and consistency

Traits / skills

- Analytical mind, able to identify patterns in large amounts of information and test hypotheses
- Problem solving skills, being able to find explanations behind results
- Proficient with SPSS, SAS or a similar statistics package
- An aptitude for statistics combined with a sound grasp of statistical methods and principles
- An interest in and knowledge of psychometrics.
- Excel skills – confident and competent when using functions, building simple worksheets, and using pivot tables.
- Strong communication skills, with the ability to translate complicated concepts into simple narratives
- Item writing skills and the ability to devise meaningful, reliable and insightful questions
- You’re the sort of person who wants to understand how people work, and is driven to help organisations improve their corporate environments for the sake of their employees

You may currently be a psychologist, statistician or psychometrician, or a STEM graduate, working in a university lab, doing analysis for an Engagement or Marketing team within a company, or working as a data analyst for a consultancy. You may be a recent graduate, or somebody who is about to graduate, who is looking for a role in which you can learn and develop. Whatever your current role, you have an eye for detail in your statistical work along with a flair for discovering “what’s really going on” and the skills to communicate your insights to other people.

The Company

Best Companies is a workplace engagement specialist, helping our client's measure and improve employee engagement levels. Each year we research and produce the Best Companies to Work For lists, published in the Sunday Times. We have also developed our own nationally recognised Accreditation standard, awarded annually to organisations with exceptional levels of employee engagement.

At Best Companies we offer a fantastic opportunity for the right people to develop within a people-focused organisation. We fully support your career aims and will provide relevant training to help you be the best you can be.

Our offices are located between Chester and Wrexham and is easily commutable (by car) from the Wirral, North Wales and Cheshire.

Benefits

- Annual leave 25-30 days depending on length of service
- Sports and fitness allowance
- Private Health Insurance after 3 months
- Pension – after 3 months 3% of salary from company and 3% employee contribution.
- Life Insurance – after 3 months (4 times salary)
- Flexi-time
- Free car parking
- Free lunch

How to apply

If you think you're a good fit for any of the positions listed you can apply by sending an email to careers@b.co.uk containing your CV and telling us why you think you'd be a good fit.