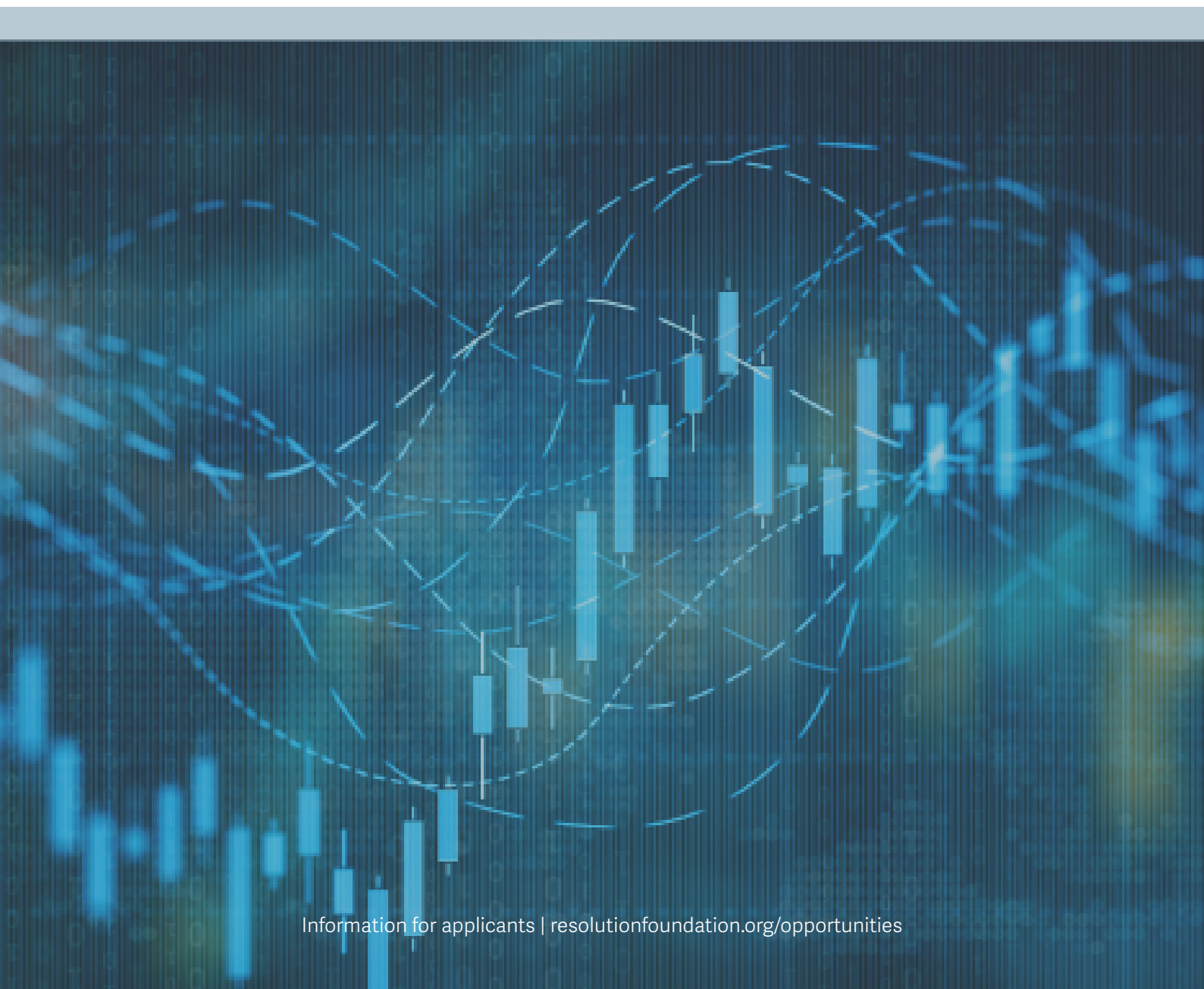


# Resolution Foundation

## INFORMATION FOR APPLICANTS



# Who we are

The Resolution Foundation is an independent think tank focused on improving living standards for those on low-to-middle incomes. We work across a wide range of economic and social policy areas, combining our core purpose with a commitment to analytical rigour. These twin pillars of rigour and purpose underpin everything we do and make us the leading UK authority on securing widely shared economic growth.

Founded by Sir Clive Cowdery (Chair of Trustees) in 2005, the Foundation is led by Torsten Bell (Chief Executive), Gavin Kelly

(Chair) and David Willetts (President of the Advisory Council and Intergenerational Centre). Our work is overseen by a board of trustees, and primarily funded by the Resolution Trust. We also partner with a range of other organisations and research institutions for project specific work.

We are a close-knit team of 30 people, normally based in an office in Westminster, next to St James' Park, although we are currently working remotely due to the Covid-19 pandemic. We all support each other, work flexibly, and share cross-organisational work.

## Working at the Resolution Foundation

Kathleen Henehan, Senior Research and Policy Analyst

*"My research is mainly focused on post-16 skills and education: sometimes that includes monitoring regular statistical updates, like the number of people starting apprenticeships or participating in adult education. Other times, it's focused on longer-term projects, such as understanding the association between work-related training and changing jobs or getting a pay rise."*

*"I also work with colleagues on other areas, which is brilliant as it allows you to widen your scope and learn from your teammates. It's a friendly place to work that offers you the space to research interesting topics and the bandwidth to shape the debate."*



# What we do

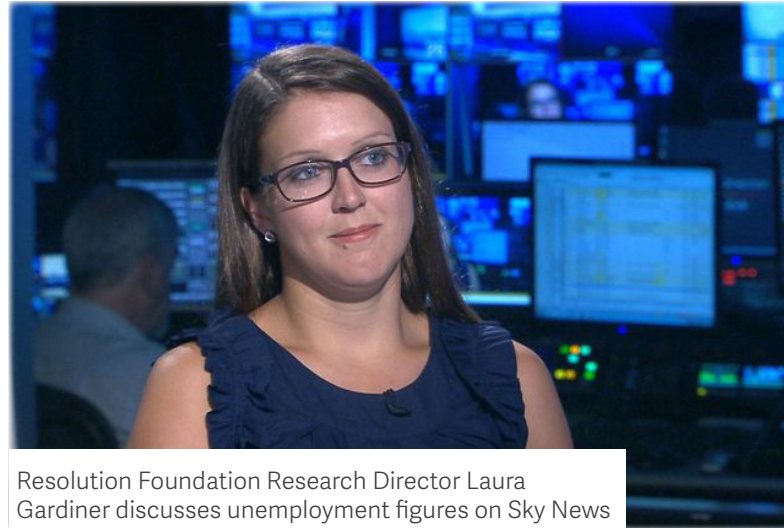
The Foundation focuses on the key issues relevant to the experiences and interests of low-to-middle-income households.

We do cutting-edge research on important topics, from low-paid work to family finances, that helps to better inform political and public debates and reveal new things about the country. Our policy work has shaped the lives of millions of low-to-middle-income households – from a higher minimum wage to greater childcare support, and the fiscal rules that will frame the government's economic choices.



Chief Executive Torsten Bell at a 2019 RF event with guest speakers Robert J Shiller and Dharshini David

Our [established work programme](#) includes work on incomes, inequality and poverty; jobs, skills and pay; housing; wealth and assets; tax and welfare; public spending and the shape of the state, and economic growth.



Resolution Foundation Research Director Laura Gardiner discusses unemployment figures on Sky News

We recently completed a phase of expansion to reflect the scale of the economic and social challenges facing the country as it seeks broadly based economic growth. To support this:

- A [Macroeconomic Policy Unit](#) has been set up to focus on analysis of and improvements to the UK's macro policy framework, including the role of monetary and fiscal policy.
- An [Intergenerational Centre](#) has been established to permanently build on the work of the Intergenerational Commission. It will provide a home for intergenerational research and policy analysis, with the support of the Nuffield Foundation.

- The Foundation is backing a range of social innovation ventures that aim to practically improve the living standards of those on low-to-middle incomes. This will build on work pioneered by the Resolution Trust, creating an integrated organisation combining analysis, policy and the trialling of innovative new ventures.

The Foundation informs public debate and key decision makers in government, the private sector, and civil society. Alongside regular publications from our team on a range of policy issues,

we hold a wide ranging programme of [events](#) (including online events during the Covid-19 pandemic), hosting diverse speakers from academia, the voluntary sector and business, and regularly engage with politicians from across the political spectrum.

Recent speakers have included the Chancellor, the Shadow Chancellor, a former Prime Minister and members of the Bank of England's Monetary Policy Committee.

## Working at the Resolution Foundation

Fahmida Rahman, Research and Policy Analyst

*"I joined in 2017 as researcher on RF's Intergenerational Commission, and have since had the opportunity to work on a broad range of topics, including the labour market, structural inequality and tax and benefit policy.*

*I started out with little experience of research and have learnt on the job how to produce a report from conception, through to analysis and publication.*

*"All of this has been possible due a team of friendly, supportive colleagues helping me along the way. I have also received rigorous training in public speaking and media work."*



# Living standards

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The issue of living standards is at the core of all the Foundation's work – from short research projects to its major programmes and multi-year commissions.

Material living standards are the result of labour market outcomes, taxes, benefits, housing and more. Bringing all of these together, we track past, present and projected changes in incomes to assess how the economy is really working for households. We look especially at low-to-middle-income families, and at the various inequalities in modern Britain.

There are eight million low-to-middle-income families in the UK, including twelve million adults and nearly seven million children. As each includes at least one working adult, they are not the very poorest in society, but they are often struggling to get by. While national debate has focused on the "squeezed middle" or "just about managing" families, this attention has not been matched by an adequate policy response.

To counteract this, we conduct authoritative analytical research on living standards in the UK, working across a wide range of issues with a specific focus on the experiences of these households.

Since 2011, the Resolution Foundation has published an annual [Living Standards Audit](#). This takes a forensic look at both recent and

longer-term trends in UK living standards, and what policy makers should learn from this new insight into a key issue facing households across Britain.

Since 2018, we have also published an annual [Living Standards Outlook](#), in which we use economic and policy forecasts to project levels of household income growth, and possible changes to the distribution of income growth, including prospects for child poverty.

## Other recurring publications

The Foundation also publishes an annual report – [Low Pay Britain](#) – in which we explore wider labour market trends for Britain's five million low-paid workers, and the key low pay challenges and opportunities facing policy makers, firms and workers.

We publish a quarterly [Earnings Outlook](#), keeping track of the latest pay and earnings growth data, and (from 2020 onwards) a quarterly [Housing Dashboard](#), along with interactive website data, and a [Macroeconomic Policy Outlook](#).

The Foundation also provides [analysis of all budgets, Spring Statements, and major fiscal events](#).

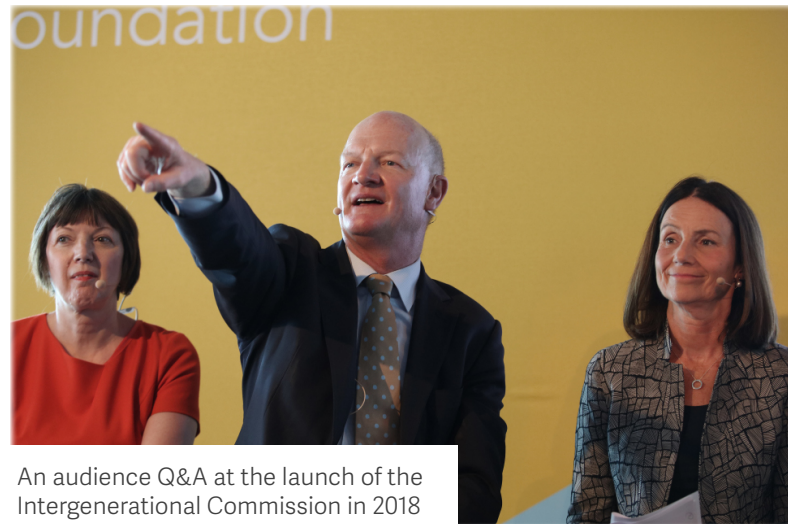


# Intergenerational Centre

Intergenerational fairness has risen up the agenda in recent years. From job and housing insecurity experienced by young people, to a social care system not fit to support older generations, Britain faces living standards challenges that affect different generations in different ways.

Responding effectively to these challenges means understanding what's driving them, and how they can be addressed.

The Intergenerational Centre, launched in 2019, has been set up as a home for this analysis and policy thinking, looking at living standards through a generational lens.



An audience Q&A at the launch of the Intergenerational Commission in 2018

## IC publications

Our [2020 Intergenerational audit](#) for the UK, supported by the Nuffield Foundation, takes stock of generational living standards differences in Britain according to the latest data .

More of our recent intergenerational centre work and publications can be found here: [resolutionfoundation.org/major-programme/intergenerational-centre/](https://resolutionfoundation.org/major-programme/intergenerational-centre/)



David Willetts, President of the Intergenerational Centre

# Macroeconomic Policy Unit

Macroeconomic policies – like the interest rates set by the Bank of England, or the level of spending and taxes set by the Government – affect the overall level of economic activity, and so have an impact on living standards across the board. Such policies play a crucial role in reducing the damage caused by recessions – and this is particularly important for those on low-to-middle incomes who are often particularly badly affected by a severe economic downturn.

Our Macroeconomic Policy Unit, launched in 2019, seeks to contribute to a better-informed and more inclusive macroeconomic policy debate.

## MPU publications

Some of our most recent publications can be found here: [resolutionfoundation.org/major-programme/macroeconomic-policy-unit/](https://resolutionfoundation.org/major-programme/macroeconomic-policy-unit/)

## Working at the Resolution Foundation

Cara Pacitti, Economist

*"I joined the Resolution Foundation in 2019, after starting my career at the Bank of England, where I worked on operational risk. Since joining, I've been working as part of the newly-launched Macroeconomic Policy Unit, as well as in RF's housing team.*

*"My job as a researcher also involves some more ad hoc work pulling together statistics and charts for presentations and events. My role at RF has a lot of variety, and I've had the opportunity to work on a range of topics, from housing policy to fiscal rules, while focussing on their impact on lower income groups.*

*"I've also had a lot of opportunities to learn new skills, from new ways of dealing with data to programming languages. More importantly, I've found RF to be an incredibly friendly and supportive environment to work within, and I really enjoy my job."*



# Resolution Ventures

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To create an integrated organisation combining analysis, policy and the trialling of social innovations, the Foundation established Resolution Ventures, which exists to back innovative start-ups seeking to change the world of work for the better, and early-stage ventures seeking to improve the prospects of low-

to-middle income Britain. Our [Workertech Programme](#) is now open for applications from organisations seeking to harness technology to improve the prospects, power and career-choices of workers.

Find out more on the [Resolution Ventures website](#).

# Working at the Foundation

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This is an exciting time to join the Resolution Foundation as we build on our successes, develop new areas of work, and look to further raise our public profile and impact.

Successful applicants are given the opportunity to establish reputations as country-leading experts in their area of work, and benefit from frequent interaction with senior stakeholders in government, media and the wider policy-making world.

Our cutting-edge research and policy analysis has helped bring about a higher minimum wage for millions of low-paid workers, helped bring the issues of intergenerational equity and living standards across the life course to the forefront of political debate, and secured the Foundation's reputation as a leading authority on Universal Credit, to name just one specific area of research.



The 2019 launch event for our Macroeconomic Policy Unit, with MPC Member Gertjan Vlieghe



Working at the Resolution Foundation also means participating in exciting reactive work, having an authoritative voice in important conversations, and setting national debates – whether that’s responding to a new Budget, commenting on recent tax and benefit changes, or exploring the latest changes to the economy and what they mean for low-to-middle-income families.



Sir Simon Woolley speaks at a 2019 Resolution Foundation event on tackling structural inequality

Successful applicants will also gain the opportunity to develop their own interests and spend time working on the innovative, in-depth reports that make us one of the UK’s most respected policy and research organisations.

Investing in our team is a priority for us: we want the people we work with to grow and develop their roles, continuously learning new skills – from coding and data visualisation, to presenting research at high-profile events and writing for national media – and, with the right support, taking on new responsibilities and projects

each year. We invest in training, including offering support with formal qualifications, and ensure there are clear progression opportunities for our team.

We appreciate the importance of work/life balance, have a generous annual leave allowance, and support flexible working and family-friendly policies. We also know that providing equality of opportunity, valuing diversity and promoting a culture of inclusion are vital to our success. We therefore aim to ensure our workforce is truly representative of all sections of society, and work hard to ensure each employee feels valued, respected and able to give their best.

## Diversity within Economics

We recognise the lack of diversity in economics and the policy-making sector, and contribute to addressing this through internal policies and procedures, and through devising and supporting sector-wide initiatives promoting careers in economics and think tanks to under-represented groups:

- We use the Applied platform created by the Behavioural Insights Team for all our recruitment, which has proven effective in eliminating unconscious bias in the selection process.
- We run pre-application workshops specifically targeting groups currently under-represented in the world of policy making.

- We offer an annual paid training opportunity for postgraduate students from BAME communities to learn new skills from our in-house experts.
- We also create practical opportunities for the low-to-middle income group, including targeting our summer work experience programme at schools with a high percentage of low-to-middle-income families.

We are actively seeking to improve the diversity of our workforce and welcome applications from all under-represented communities and groups.

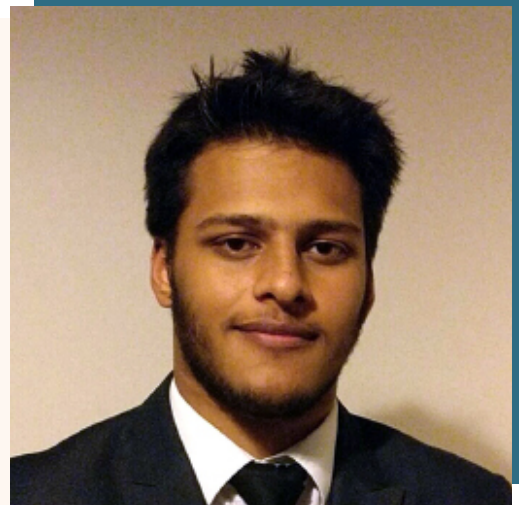
We are particularly keen to attract BAME candidates, given their underrepresentation within economics. We also welcome candidates from lower-income backgrounds, and are happy to make reasonable adjustments to accommodate the specific requirements of applicants with disabilities. If you would like to speak to someone about your requirements, please contact [recruitment@resolutionfoundation.org](mailto:recruitment@resolutionfoundation.org).

## Working at the Resolution Foundation

Yusuf Uddin, former work experience student, now a HSPS student at Cambridge University

*"Despite only doing work experience at the Resolution Foundation for a week in 2016, I have never felt more included and welcomed at a job in my life.*

*Even though I was only 16 years old, the tasks given to me were challenging and would possibly be used in a future policy report. This made me motivated to try my best and work enthusiastically alongside my mentor to produce high level research for his report on the state of the devolution process in England. Furthermore, having such valuable experience gave me the edge I needed in my university and job applications."*



# The application process

Our policy is to provide equality of opportunity for all so we operate a process of blind shortlisting which helps ensure we employ the best qualified candidate for the position advertised.

will have the opportunity to amend these sections before submitting your application. Each of your answers will be reviewed separately and anonymously by different people.

Shortlisted applicants are contacted as soon as possible after the closing date. All unsuccessful applicants are sent feedback about their application through the application platform.

Interviews normally take place at our Westminster office but, during the Covid-19 pandemic, are being conducted remotely. Assistance with interview expenses may be provided on request and we offer interest-free loans for new employees who are joining the Foundation and relocating from outside London.



A 2019 book launch with 'Don't Be Evil' author Rana Foroohar and entrepreneur Martha Lane Fox

The application process has at least two stages:

## 1. About you

This section captures your personal details and requires you to upload your CV, which is only referred to after the shortlisting process.

## 2. Application questions

You will be asked to provide answers to three role-specific questions. Each question has a 250 word limit and you



Panellists and chair Torsten Bell at a 2019 Resolution Foundation event focused on social housing

Not everyone who applies for a position will be successful, but we aim for the experience to be useful even for those who are not appointed.

Unsuccessful candidates who attend an interview are offered in-depth feedback

in order for the experience to assist in preparing for future opportunities. We also welcome any feedback candidates have about the application process.

## Working at the Resolution Foundation

Adam Corlett, Principal Economist

*"I joined the Foundation in 2014 and, although it has grown substantially and has a greater impact than many larger organisations, it still feels like a single team and is a really friendly place to work."*

*"My research chiefly involves coding, writing for a range of formats, making beautiful graphs, and keeping abreast of external ideas. Everyone can potentially also work on a wide range of topics: whether working conditions, taxes, poverty, housing, voting patterns, monetary policy, trade or much more. So every month, and indeed every day, working in a think tank can feel quite different."*



If you are interested in joining the Foundation and have questions that are not addressed in this guide, or comments about our recruitment process generally, please contact [recruitment@resolutionfoundation.org](mailto:recruitment@resolutionfoundation.org) and we'll get back to you as soon as possible.



To apply for a current vacancy, visit [resolutionfoundation.org/opportunities](https://resolutionfoundation.org/opportunities) and download an application pack.

All vacancies are advertised on our website.