

# 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 around 30 people, based in an office in Westminster, next to St James' Park. We all support each other, work flexibly and share cross-organisational work.

### Working at the Resolution Foundation

Louise Murphy, Economist

*"Since joining the Resolution Foundation at the end of 2021, my work has mainly focused on young people and employment. My role at RF has lots of variety: I have worked on some large-scale reports that last a few months from the initial data analysis until publication, for example looking at trends in youth worklessness since the 1990s. I have also worked with others in the team to publish some quick analysis, for example responding to the Government's Spring Statement to understand the impact on low-to-middle income households."*

*"I have learnt lots since joining RF – from improving my research skills to becoming more confident in public speaking. Above all, I have enjoyed working with brilliant colleagues and have found the office to be a supportive and collaborative environment."*



## 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.



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.

In 2021 we launched [The Economy 2030 Inquiry](#), a collaboration between the Resolution Foundation and the Centre for Economic Performance (CEP) at the London School of Economics (LSE), funded by the Nuffield Foundation ([see page 5](#)).

Our [Macroeconomic Policy Unit](#), launched in 2019, focuses on analysis of and improvements to the UK's macro policy framework, including the role of monetary and fiscal policy ([see page 6](#)).

Our [Intergenerational Centre](#), launched in 2018, provides a home for intergenerational research and policy analysis. Our annual Intergenerational Audit is published with the support of the Connecting Generations research programme (from 2022 to 2027), funded by ESRC ([see page 6](#)).

[Resolution Ventures](#), launched in 2020, backs 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 ([see page 7](#)).

On a day-to-day basis, the Foundation strives to inform 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](#), hosting diverse speakers from academia, the voluntary sector and business, and regularly engage with politicians from across the political spectrum. Recent

speakers have included Government Ministers and Shadow Ministers, a former Chancellor of the Exchequer, and members of the Bank of England's Monetary Policy Committee.

## Working at the Resolution Foundation

Krishan Shah, Economist

*"I joined the Resolution Foundation as a Researcher in 2021, having previously worked in a variety of analyst roles in academia and international policymaking, and since then I have been promoted to Economist."*

*"As a generalist, I have worked across a range of different topics, including wealth, welfare and housing, getting great exposure to a variety of important and fascinating policy areas. During the Economy 2030 Inquiry project I have also developed the Foundation's knowledge base around several important economic debates such as the UK's spatial inequalities in productivity, and its comparative advantages."*

*"In terms of the day-to-day of working at RF, I complete a range of tasks such as data analysis and report drafting, as well as completing some more ad hoc requests such as pulling together charts for presentations and blogs. I have enjoyed using a variety of approaches to analysis as well as helping develop the framing of research to ensure that it has impact."*

*"I have found the team incredibly open and friendly, and the passion and enthusiasm everyone brings to their work has been inspiring. I feel very privileged to work in such a dynamic and stimulating environment."*



# Living standards

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.



MPC Member Michael Saunders and Sonali Punhani, Chief UK Economist at Credit Suisse, at a 2022 event with Torsten Bell

There are eight million low-to-middle-income families in the UK, including twelve million adults and nearly seven million children. 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.

Our annual report [Low Pay Britain](#) explores 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 Labour Market Outlook, keeping track of the latest pay and earnings growth data, a quarterly Macroeconomic Policy Outlook and a quarterly Housing Outlook. The Foundation also provides [analysis of all budgets, Spring Statements, and major fiscal events](#).

# The Economy 2030 Inquiry

The UK is on the brink of a decisive decade of huge economic change, on a scale not seen in a generation. As well as restructuring after Covid-19, we are also exiting the EU, urgently transitioning towards a Net Zero future, and adapting to fundamental technological shifts amidst an ageing population.



Panellist Linda Yueh at the 2022 *Stagnation nation* conference event, with Lord Willetts

These shifts will profoundly affect all of our lives and livelihoods, and will transform the context for economic policy in the UK. However, despite progress in some areas, the UK has no complete plan for managing the changes that will confront people in the jobs they do, the places they live in, and the firms they work in. And though these changes present big new opportunities, failing to respond to them will also bring huge risks – to our individual living standards, our families, our communities, and to our planet.

[The Economy 2030 Inquiry](#), a collaboration between the Resolution Foundation (RF) and the Centre for Economic Performance (CEP) at the London School of Economics (LSE), and funded by the Nuffield Foundation, aims to address this question of economic change.

Led by a Commission of leading thinkers and doers, its subject matter is the nature, scale, cumulative impact and policy context for this economic change. Its goal is not just to describe such change, but to help the country (and its policy makers) better understand and navigate it. Launched in 2021, it is delivering a two-year structured national conversation bridging rigorous research, public involvement, political engagement, and concrete proposals for change, with over 35 reports published to date.

In 2022, we published the interim report for The Inquiry, [Stagnation nation: Navigating a route to a fairer and more prosperous Britain](#), alongside a [conference launch event](#) that featured speakers such as Rachel Reeves MP, Lord Nicholas Stern, IG Patel Professor of Economics and Government at the LSE, Martin Wolf, Chief Economics Commentator at the Financial Times, Minouche Shafik, Director of the LSE, and the economist, writer and broadcaster Linda Yueh, among others.

## Intergenerational Centre

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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.

Our [Intergenerational Centre](#) (IC), launched in 2019 and led by the Resolution Foundation's Lord David Willetts, has been set up as a home for this analysis and policy thinking, looking at living standards through a generational lens.

The Resolution Foundation is part of the [Connecting Generations](#) research programme, which is funded by the [ESRC](#) and which aims to understand intergenerational connectivity in a post-Brexit/post-Covid society, producing novel science that contributes to policy debate. This support will allow us to continue to publish the Resolution Foundation's annual Intergenerational Audit from 2022 to 2027.

This Audit, first launched in 2018 and [available to read on our website](#), offers a crucial stock-take of generational differences in living standards across four key domains: the labour market; housing; taxes and benefits; and wealth.

## Macroeconomic Policy Unit

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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. In addition to the research undertaken by Resolution Foundation staff and the MPU's Associates, we also provide a platform for, high-quality and innovative thinking on macroeconomic policy issues.



## Resolution Ventures

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.



Panellists Claudine Adeyemi, Gaia Fasso, Helen Gironi and Kathleen Henehan at a 2022 Resolution Ventures event, chaired by Gavin Kelly

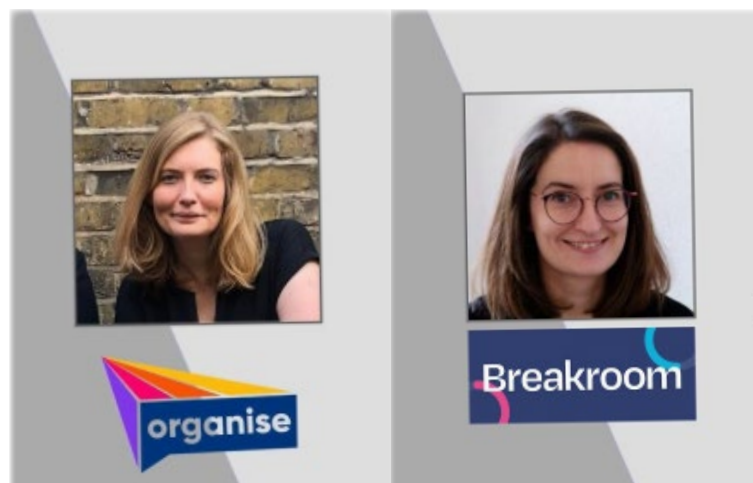
Our Ventures activity spans social investment, creating communities and networks of ventures and stakeholders in the areas we care about, and pioneering action-oriented research that bridges the gaps between RF analysis and practical solutions.

The [Workertech Partnership](#), launched in 2020, is a three year programme of social investment, support and convening to support and grow new social ventures. It is

backed by ourselves, alongside the Joseph Rowntree Foundation, Friends Provident Foundation, Accenture, Ufi VocTech Trust and Trust for London.

[Organisations we have invested in](#) include Breakroom, a people-powered job comparison site for hourly work; CareerEar, an online platform helping career-seekers from under-served groups to make career choices; Organise, which aims to give everyone the tools, support and confidence to improve their life at work. and RECit, a comparison platform for job seekers and hiring managers to research and compare recruiters.

We also publish a monthly Ventures newsletter, and hold Ventures panel events, including a [2022 event on how technology can boost young people's career prospects](#) (pictured left).



Nat Whalley, CEO of Organise and Anna Maybank, CEO of Breakroom (two of the organisations we have invested in)



# Working at the Foundation

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



ONS Second Permanent Secretary Sam Beckett and Dr Elvis Nyanzu of Oxford Brookes University at a 2022 event with Torsten Bell

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.

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. Successful applicants will also be given 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.



Resolution Foundation Principal Economist Sophie Hale at an Economy 2030 event in 2022

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 all of our team.

We appreciate the importance of work/life balance, and have a range of flexible working and family-friendly policies, as well as a generous annual leave allowance.

We also know that providing equality of opportunity, valuing diversity and promoting a culture of inclusion are vital to our success. We aim for our workforce to be truly representative of all sections

of society, and work hard to ensure each employee feels valued, respected and able to give their best.

Previous members of our team have gone on to work in a range of organisations, including:

- Greater London Authority
- HM Treasury
- Office for Budget Responsibility
- McKinsey
- Organisation for Economic Co-operation and Development
- Bank of England
- Ofcom
- Barclays

## Working at the Resolution Foundation

Lalitha Try, Economist

*"I joined the Resolution Foundation as a Researcher in Spring 2021. Since joining, I've analysed datasets, carried out microsimulation modelling, made charts, written reports, presented at events, and done countless media interviews. I work on living standards and welfare at the Foundation, and I've really enjoyed working on these areas and influencing policy-makers during the end of the Covid-19 pandemic and the cost of living crisis."*

*"I've also carried out lots of reactive work to new announcements of government policy, producing and presenting analysis that shows the effects of their policies on low to middle incomes households. The Resolution Foundation is a great place to work – I've had a lot of opportunities that are hard to get anywhere else, and have made some great friends here."*



## 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 targeting groups under-represented in the world of policy making.
- We offer an annual paid training opportunity for postgraduate students from Black, Asian and other ethnic minority communities to learn new skills from our in-house experts.
- We target our outreach and summer work experience programme at schools with a high percentage of low-to-middle-income families.

### Working at the Resolution Foundation

Rushabh Malde, former Research Trainee

*"I really enjoyed my time at Resolution Foundation. The placement provided a nice balance of data and written work. There was also an opportunity to get stuck into a variety of topics – from summarising the latest economic literature, to studying issues like inflation, unemployment and the scarring effects of recessions on the economy.*

*Working at RF taught me many things, but a central takeaway for me was the importance of independent research, as well as its power to help guide effective policymaking. I found the media training a particularly memorable part of the placement, teaching me how the industry works and practical tips to improve my communication skills. Though my experience was fully virtual as a result of COVID-19, RF made the whole process seamless. The catch-ups with my line manager and wider team meetings meant I always felt supported. The RF team was always a real pleasure to work with."*





We actively seek to attract a diverse workforce and welcome expressions of interest from all under-represented communities and groups. We offer pre-application chats with a relevant member of the team, so if you would like to speak to someone informally before applying, to assess whether we are the right organisation for you, please do get in touch. We are particularly keen to attract Black, Asian and

Minority Ethnic candidates, given their underrepresentation within economics and the policy-making sector, and we are happy to make reasonable adjustments to accommodate the specific requirements of applicants with disabilities. We also welcome candidates with lived experience of life on a low to middle income. If you would like to speak to someone about your requirements, please contact [recruitment@resolutionfoundation.org](mailto:recruitment@resolutionfoundation.org).

## 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 candidate for the position advertised.

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 workplace-scenario-based questions. Each question has a 250 word limit and you 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.



Dame Sharon White, Chairman of the John Lewis Partnership, at an Economy 2030 Resolution Foundation event in 2022

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 take place at our Westminster office when possible, or virtually if required. 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.

Interviews provide opportunity for candidates to assess whether they think the Foundation is a good fit for them, as well as providing us with an opportunity to find the best candidate for the job, so please use the opportunity to ask us any questions you may have about our ways of working.

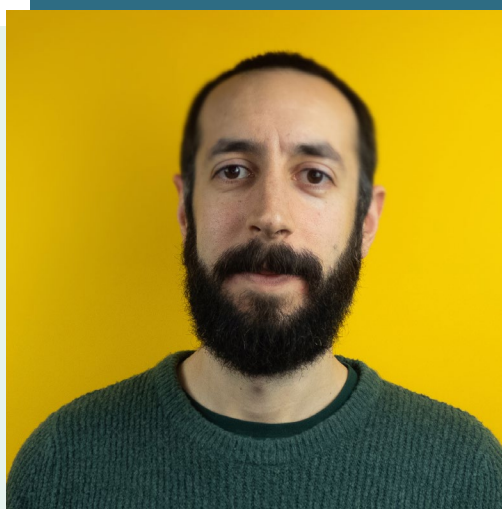
Not everyone who applies for a position will be successful, but we aim for the experience to be pleasant and beneficial even for those who are not appointed. Unsuccessful candidates who attend an interview are offered in-depth feedback in order for the experience to assist in preparing for future opportunities. We aim for all those who attend an interview to leave the process feeling they have enjoyed meeting the panel and learning more about our work. We also welcome any feedback from candidates 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. 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."*

*"And, of course, it's uplifting to work in a charity endeavouring to make the world a better place."*



**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.