

## It's time to grow our team- Come and join us!

LKMco Junior Research Associate/Junior Associate

Full time and/or part time, £27-30k depending on experience

*We're looking for an experienced and energetic researcher and/or educationalist with a passion for the education/youth sector and a commitment to improving the lives of all young people.*

### Stuff about us...

*LKMco is an education and youth 'think and action-tank'. We believe that society has a duty to ensure children receive the support they need in order to make a fulfilling transition to adulthood. Children and young people are not just their parents' responsibility and it is crucial that our schools and youth organisations provide them with the best quality support to make sure all their needs are met.*

We work across the education, youth and policy sectors. We help organisations develop and evaluate projects for young people and carry out academic and policy research and campaigning about the issues that experience tells us matter.

- We research, write and publish in order to influence policy makers, those working in the sector and the public as a whole.
- We work with education and youth organisations by developing and managing new projects, assessing impact and improving quality.
- We generate our income from the work we do and use it to fund more work on the issues which our experience and research tell us make a difference to young people.

### **Our approach is special because...**

1. We **link together** three realms that influence children and young people's lives (schools, youth organisations and policy).
2. We are '**constructively critical.**' We avoid unhelpful cynicism, focus on how things could be better and are analytical and **intellectually rigorous.**
3. We **do not have a set catalogue of solutions.** Different approaches and strategies are appropriate in different situations and settings. It is our job to have the **emotional and intellectual competence** to identify what will work where.
4. There is almost always a **simple way of doing things.** Our job is to find it. We steer clear of time-consuming and gimmicky ways of doing things.
5. We are a **social enterprise.** We are guided in everything we do by our view of society's responsibility and have two objectives which are mutually reinforcing: income generation and social impact. The more social impact we have, the easier it will be to generate income. The more income we generate, the more social impact we can have.
6. We are **cheeky, maverick and personable.** We interact in a friendly and informal manner.  
**Professionalism is not about pretension.**

## The LKMco Raison d'être

The following table sets out what we do and why

Vision We believe that...	Activity We therefore...	Outcome So that education and youth professionals & general public...	Long term goal As a result people are...
Society should ensure that all children and young people receive the support they need in order to make a fulfilling transition to adulthood	<ul style="list-style-type: none"> <li>• argue the case, present evidence and share examples of success</li> <li>• highlight the consequences of not acting</li> </ul>	<ul style="list-style-type: none"> <li>• believe that it is possible for society to better support children and young people</li> <li>• believe that we urgently need to create a society which ensures all children and young people make a fulfilling transition to adulthood</li> </ul>	Inspired
	<ul style="list-style-type: none"> <li>• research and communicate high quality and up-to-date insights into the sector</li> <li>• show people what a society that supported young people effectively might look like</li> </ul>	<ul style="list-style-type: none"> <li>• understand how society affects young people</li> <li>• develop critical and informed opinions about what society would need to do in order to help young people make a fulfilling transition to adulthood</li> </ul>	Informed
	<ul style="list-style-type: none"> <li>• broker partnerships and relationships</li> <li>• support and act as a critical friend to organisations that want to maximise their impact</li> </ul>	<ul style="list-style-type: none"> <li>• collaborate and make the most of different organisations' and professionals' strengths</li> <li>• are equipped to help ensure all children and young people make a fulfilling transition to adulthood (for example they have skills, tools, plans and evidence they need)</li> </ul>	Enabled

Stuff about you...

<b>Essential</b>	
<b>Personality</b>	<ul style="list-style-type: none"> <li>- You will do whatever it takes to improve children and young people's life chances.</li> <li>- You live and breathe our raison d'être and are determined to build LKMco's success.</li> <li>- You build rapport quickly and are energetic and enterprising. Seeing a problem invariably leads you to spot a solution.</li> <li>- You are comfortable mixing the social and the professional.</li> <li>- You take a collaborative approach (but might be a wee bit competitive too).</li> <li>- You are keen to take on new challenges and have ideas which you follow through independently.</li> <li>- You are keen to embrace the challenge of working in an organisation that needs to generate its own income.</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>- You have some/a good understanding of quantitative and systematic qualitative research methods and statistics and are keen to add to your repertoire.</li> <li>- You have some experience using packages like SPSS, NVivo, Excel and/or R.</li> <li>- You are up to date with current policy and trends in the education and youth sector as well as theory and literature relating to social policy and inequality.</li> </ul>
<b>Skills and competencies</b>	<ul style="list-style-type: none"> <li>- You are pragmatic and creative in balancing the need for practicality and rigour in research.</li> <li>- You write extremely well. You adapt your style to suit different genres including media (traditional and social), blogs, academic and policy reports.</li> <li>- You are at home making presentations and speaking to unfamiliar audiences.</li> <li>- You work flexibly and efficiently. You can work from different places and manage your time creatively, balancing periods of intense work with quieter periods. You are self-motivated and don't need to be told what to do.</li> <li>- You can think strategically to plan how organisations can meet their goals.</li> </ul>
<b>Experience and qualifications</b>	<ul style="list-style-type: none"> <li>- You have carried out rigorous research, ideally leading to publication.</li> <li>- You have worked in teams to carry out research and/or deliver projects.</li> <li>- You have experience of education and/or working with young people.</li> </ul>
<b>Desirable</b>	
<ul style="list-style-type: none"> <li>- Experience working directly with young people, e.g. through youth work, teaching or social work.</li> <li>- You are used to using social media for professional purposes.</li> <li>- Policy experience e.g. with a think-tank or government.</li> </ul>	
<b>Beneficial</b>	
<ul style="list-style-type: none"> <li>- You hold a Masters or PhD (preferably ESRC accredited).</li> <li>- You have an understanding of impact measurement techniques.</li> <li>- You have project management experience.</li> </ul>	

**Stuff about the job...**

You will work closely with the rest of our team, contributing to the delivery of research, policy and organisational development projects. This will involve research on education and youth policy and practice, authoring high profile reports and carrying out impact measurement of education and youth programs. You will be able to shape practitioners' and policy makers' thinking and help them do more to support young people, particularly those who are vulnerable or disadvantaged.

This will involve:

- Lots of writing: blogs, articles and reports both about our own research and that of others.
- Marshalling a range of sources quickly and synthesising them clearly.
- Gathering and analysing qualitative and quantitative data.
- Producing reports and publications with evidenced recommendations.
- Keeping up to date with and critiquing new publications.
- Attending events.
- Building relationships and coming up with ideas that help us secure future projects and funding.

**We will expect you to:**

- Further our raison d'être.
- Work with us in an enjoyable and productive way, challenging and supporting the rest of the team and making working together fun.
- Work fast but flexibly, managing your own time and producing high quality work.
- Have close, positive and friendly relationships with our clients and network by building rapport and understanding and responding to their needs.
- Create a niche for yourself so that your role expands. This means developing your own research interests/areas of specialism and using these to further our social impact goals and generate income.
- Be part of our team by embracing our ethos, contributing to meetings, mucking in and having fun.

**The nitty-gritty:**

- Our office is located in Hackney, London and the team gathers there on Mondays. The rest of the time you can decide when to come to the office, and when to work from home, though there will often be specific events and meetings to attend and these have an annoying habit of being concentrated in London.
- You will be paid £27-30k (pro-rata). The exact salary will be agreed depending on your previous experience. We offer an employer contribution pension (following a three month probation period) and 33 days holiday (including bank holidays).
- We will want to speak to at least two references and you will need to undergo an enhanced DBS check.
- Ideally we would like someone who can start in October 2018, but please talk to us about when you might be able to start.

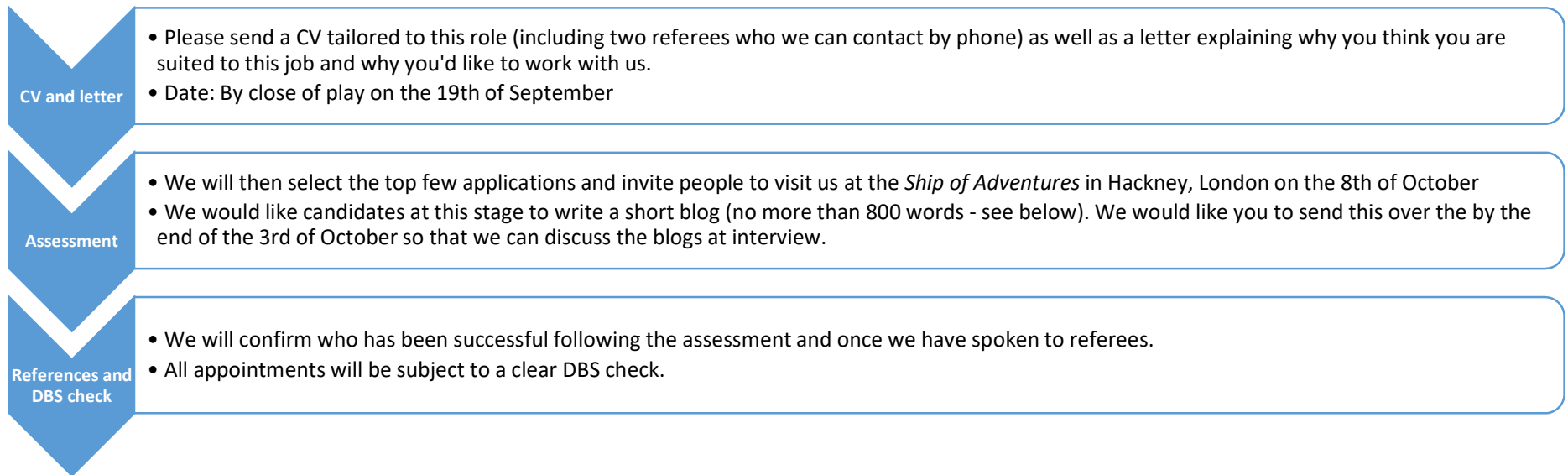
## Defining the role

The following is an outline of what we all do in our roles and sets out their relative importance in this role. In effect they all matter but this shows roughly how they are weighted. That said, we review and adapt this every year as the job is intended to be constantly evolving.

Organisational outcomes	What we do as an organisation	Importance in this role (0= low, 3 = high)	The way we go about our work	Importance in this role (0= low, 3 = high)
<b>We secure £s</b>	Create new relationships	2	Rigorous	3
	Bring in new clients	2	Flexible approach to time	3
<b>We impact on our 10 Social KPIs</b>	Win and close contracts	1	Bridging: Linking people, organisations and ideas	2
	Write for different audiences and media	3	Cheeky & Maverick: Professional not pretentious	3
<b>We deliver quality work</b>	Share information	3	Driven by LKMco vision	3
	Respond critically & constructively to policy	2	Critical but constructive	3
<b>We achieve a high profile</b>	Generate evidenced ideas	2	Understanding of client needs	2
	Carry out research	3	Focused on solutions	2
	Secure coverage	1		
	Help organisations develop projects, products and impact	2		
<b>We share a clear sense of direction for the future</b>	Train people and organisations	1		
	Continuously review and agree who we are and what we do	1		
	Project a consistent image	2		

## The Process

- We're aiming to recruit someone quickly for this role.



### The blog

The idea for the blog is that it will give us a chance to see what your writing is like and how you communicate well-evidenced arguments. You can see lots of examples of our blogs on our website. The idea is to make points clearly and persuasively but in a measured and well-reasoned way. Try and focus on one main point and keep things brief and informal but authoritative. If you'd like to use data and statistics including some of your own analysis that'd be great!

It may not seem like a long time to put this together but the point of blogs is to respond quickly and immediately to something and give a perspective that helps prompt people to think differently. You are also welcome to start thinking about what you'd like to write about now, and can write it whenever suits you.

Examples of topics for a blog might include a recent report or publication, a policy announcement or an issue which you think gets to the heart of how we can better support children and young people. It might be a good idea to start thinking about a topic now and then it'll be easier to write fast if you are then shortlisted.

We are very happy to answer questions so just send any queries to [loic@lkmco.org](mailto:loic@lkmco.org).

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*"Society should ensure that all young people receive the support they need in order to make a fulfilling transition to adulthood"*