

The Social Investment Consultancy (TSIC)

Analyst

Salary: £24,000-27,000 (London weighting included; dependent on experience and sector)

Location: London / Flexible from where you are in the United Kingdom (work mostly from home)

Hours: Full time (flexible working possible)

ABOUT US

The Social Investment Consultancy (TSIC) is an international social impact consultancy dedicated to helping foundations, social enterprises, corporates and charities maximise their social impact. We work with big and small organisations across the UK and around the globe, with our expertise in impact evaluation, social investment, diversity and inclusion, and income generation strategies. We have offices in London, Hong Kong, Accra and Bangalore, and experience delivering projects in over 20 countries.

We are a small consultancy, committed to driving change in the social sector. Over the past years, we have been pushing the agenda around diversity in the social investment sector and introduced innovative methodologies and toolkits, such as [USERS: Putting users' voices at the heart of Evaluation](#) and [The Diversity Forum Toolkit: Practical resources](#).

THE ROLE OF ANALYST

We are looking for an analyst to join our small and dynamic team in central London. You would work with our consultants across our main two areas of work in a fast-paced environment:

- **Impact evaluation** – we help our clients understand their impact and how to improve. We do that using social science research.
- **Business and strategy advisory** – we provide support for social enterprises and charities that want to diversify their income sources and become more sustainable.

You will be doing research, preparing briefings and presentations, attending client meetings, and supporting the team with business development as well as the general functions of running a small business. You can expect tasks such as:

- Creating surveys or conducting interviews to measure the impact of an intervention
- Analysing quantitative and qualitative data and identifying insights
- Conducting desk-based research on specific topics to inform clients' strategy
- Reading and summarising documents shared by clients
- Producing reports and briefings to support decision-making
- Presenting your findings to clients
- Helping the team in developing new methodologies

ABOUT YOU

With our commitment to diversity and inclusion, we want the sector to better reflect and understand the people it sets out to serve. We believe that this change needs to start within our own team. We are looking for self-starting and curious minds with a strong interest in the social sector and social enterprises. We are particularly keen to interview candidates from a wide range of backgrounds (social and economic class, ethnicity) and with lived experience of social issues.

We don't expect you to have experience in a consultancy environment or to be expert in impact evaluation. However, we expect you to have solid skills in research (from academia, professional or volunteering experience) and a can-do attitude.

Skills

- **Data analysis and research** – you have solid analytical skills and are able to conduct quantitative and qualitative research independently. You can produce accurate and high-quality outputs in Word, Excel, and PowerPoint
- **Problem solving** – you embrace different ways of solving a problem and are able to suggest creative solutions to complex problems.
- **Managing ambiguity** – you can cope with ambiguity and uncertainty when the information you have is not the whole picture. You can grow from your hypothesis and adapt to changes.
- **Communication and stakeholder management** – you have excellent writing, listening, and inter-personal skills, including report writing, interview scripting and presentations, to engage effectively with a range of stakeholders.

Experience

- **Fast-paced environment** – you can thrive in a fast-paced environment and have experience working in organisations/teams with a nimble culture. Your team members will support you in managing your workload and prioritising tasks, but you need to be able to juggle multiple projects (expect to be working on three to six projects in parallel).
- **Frontline and/or lived experience** – you have worked or volunteered with charities, social enterprises, or social-impact projects and/or have lived experience of using charitable organisations' services.
- (Desirable) **Delivery of social research projects** – you have experience in theories of change, measurement and evaluation approaches, data collection tools, and/or evidence of social impact.

Attitude

- **Open-minded fast learner** – you are willing to learn our different areas of work and comfortable to take on constructive feedback.
- **Reliable team-player** – you can be relied upon and collaborate with colleagues to deliver work in efficient and thoughtful manner, for both client work and internal initiatives.
- **Driven change-maker** – you are passionate about social change and diversity and inclusion. You are not afraid to challenge our team and clients to change the status quo.

HOW TO APPLY

Please submit your application by 7th May 2021 here: <https://tsic.typeform.com/to/F8tgzadr>

There are four open-ended questions (max. 150 words for each) in the application, as below. If you prefer, you can record your responses in a video (max. 6 minutes, all questions covered) and send it in via Wetransfer to lucy@tsiconsultancy.com

1. Tell us about the last research or business project (e.g., at work, at university, in a volunteer position) that you worked on. What was the research or business problem? How did you go about solving it? What methodology did you use?
2. Tell us about one of your latest achievements. Why are you proud of it? How did you achieve it? What challenges did you encounter and how did you overcome them?
3. Tell us about your experience with the social sector, as a user, volunteer or employee. What knowledge and skills do you think you gain from the experience that will help you succeed in the position as an Analyst at TSIC?
4. Share an area that you have been working on for your personal improvement or development (e.g., behavioural, technical or professional knowledge and skills). How did you identify it as an area for development? What have you been doing / done to improve this area? What is the outcome?

DIVERSITY AND INCLUSION

We are an equal opportunities employer and welcome applications from all candidates irrespective of race, age, disability, gender, gender identity, sexual orientation, religion or belief, or marital or civil partnership status. We will assess all applications against the requirements for this post as detailed in the job description and person specification and ask for names and education history to be removed from applications. We are Disability Confident Committed; we welcome and respond positively to applications from disabled people. We will meet individual needs throughout the recruitment process, including making any appropriate reasonable adjustments during the interview stage and to our workplace if selected into post to support colleagues with any form of disability. If you meet the minimum requirements for the role and would like a guaranteed interview, please email lucy@tsiconsultancy.com, you do not need to share any details about your disability at this stage.

As a Mindful Employer we recognise that in the UK, people experiencing mental ill health continue to report stigma and discrimination. We are committed to creating a supportive and open culture, where colleagues are able to talk about mental health. We are also committed to ensuring that our employees feel safe in disclosing any mental health conditions and confident that they will be properly supported and offered reasonable adjustments when required.

Unfortunately, we are not able to sponsor visas for this role in the UK, so you will need the permission to work in the UK in order to apply. However, we would still like to hear from you if you don't have permission to work in the UK – please write us an email at lucy@tsiconsultancy.com noting your location and when there are openings in any of our other offices, or when remote freelance opportunities arise, we will contact you.

If you have any questions about how TSIC is an equal opportunities employer please contact our Managing Director, bonnie@tsiconsultancy.com.