



Researcher

Candidate Brief

November 2025 R07/25

About us

The Nuffield Trust is an independent health think tank. We aim to improve the quality of health care and health policy in the UK by providing evidence-based research and policy analysis and informing and generating debate.

Vision

We want to help achieve a high-quality health and social care system that improves the health and care of people in the UK.

We set out to do this by:

- Improving the evidence base that leads to better care by undertaking rigorous applied research and policy analysis.
- Using our independence to provide expert commentary, analysis and scrutiny of policy and practice.
- Bringing together policymakers, practitioners and others to develop solutions to the challenges facing the health and social care system.

We will be grounded in the practical implications of policymaking, working closely with NHS staff and policymakers to identify solutions. Above all, we aim to be a trusted and respected voice at a time of unprecedented challenge to the NHS and social care system.

In everything we do, we strive to be:

- Independent and free from vested interests.
- Rigorous, robust and evidence-based in the work we undertake.
- Relevant, supportive but also challenging when we need to be.
- Open and engaging with all those we come into contact with.
- An organisation that makes a difference to the quality of policymaking and practice in the UK.

The Research and Policy Team

The research and policy team generate high quality research and policy analysis, aiming to support more evidence-informed policies on health and social care in the UK. Our work is variable across different dimensions. Some of our projects take months-years and result in large reports. Others are rapid-turnaround pieces of analysis done in a day. We often collaborate with other organisations, but sometimes we go it alone. And some of our projects are funded by external partners, whilst others are supported by our endowment.

We use a mix of approaches to achieve our aims. Across our 25+ team members we have a breadth and depth of research skills in wide ranging methodologies. We have excellent access to health services data, and IT and IG support to enable its efficient and effective use. Our detailed understanding of health policy, and political context helps us identify implications for policy, and our expansive networks and trusted reputation drive our impact. Our work programme is constantly evolving to keep pace with the changing policy environment, and our assessment of where our skills and knowledge could make a real difference to policy and the lives of patients, the public, and those who deliver health and care services.

We work closely with our communications and external affairs team, who play a central role in promoting our expertise through media opportunities, events, digital content and public affairs activities.

Our organisation

The Nuffield Trust has 45 employees and an annual income of around £4m generated from our endowment and externally funded work.

Our website (<https://www.nuffieldtrust.org.uk/>) contains details of the range and depth of our research, policy and commentary work.

Values

We're committed to building an inclusive workplace, and we encourage you to apply for this job even if you don't meet every requirement. We particularly encourage people from under-represented and under-served groups in this field to apply, and we encourage you to speak with us about any adjustments we could make to make the recruitment process more accessible for you.

In 2024, we worked with staff to create a new set of internal working values that guide our approach to our work, our colleagues and our partners.

We are Bold

- We are not afraid to challenge the orthodox view or talk truth to power when we see the opportunity to advance thinking and improve health and health care for people living in the UK.
- We recognise where we can add value but are also not afraid to say what we don't know or that don't have all the answers.

We combine Rigour and Responsiveness to achieve impact

- We aim to address real world problems and think critically about how best to use evidence to inform policy solutions and support meaningful changes in the health and care system and people it serves.

- We take pride in our expertise and set high standards for ourselves and our work and always strive for excellence.
- We keep abreast of the latest methods and knowledge while opening our work to scrutiny to learn how we can improve.

We are Inclusive

- We welcome everyone to contribute to discussions, regardless of role and position, and respect that people have different ways of contributing and offer different strengths and skills.
- We recognise that people hold different levels of power and privilege and take steps to treat everyone fairly and create equitable opportunities to avoid perpetuating structural inequalities.
- We actively listen to one another and acknowledge each other's ideas, championing or challenging in a constructive, supportive manner.

We are Curious

- We try to ask the questions we think are not getting enough attention in the mainstream, and challenge group think whenever we can.
- We welcome constructive feedback when formulating our own ideas and viewpoints to help us see multiple sides of an issue.
- We embrace a growth mindset through continuous learning and training to unlock our full potential and make a lasting impact.

We are Kind

- We check in on each other and are friendly, approachable and accessible in our work.
- Our default position is to be respectful, helpful and supportive.
- We respect one another and prioritise people's health and wellbeing over results.

Job Description

Purpose

As a Researcher at the Nuffield Trust, you will contribute directly to our mission by delivering high-quality research, evaluation, and policy analysis. This role offers the opportunity to work across a diverse range of projects and topic areas, while learning from experienced colleagues who are experts in both content and methods. You will be expected to work as part of project teams, undertaking research and policy analysis tasks to contribute to the successful delivery of our work. Supported by peers and more senior team members, you will contribute to writing and presenting work, disseminating findings and achieving meaningful impact.

We value the unique expertise you bring. To succeed in this role, you'll need experience in qualitative research, evaluation, or policy analysis within health or social care. Excellent verbal and written communication skills as well as an ability for critical thinking are essential. We're looking for someone who takes initiative, works well with others, and is eager to learn and grow.

Main responsibilities

Line managed by a Fellow or Senior Fellow, and working closely with the wider Research & Policy Team and the Communications Team, you will assume the following principal responsibilities:

Undertaking research

- Contribute to the planning, development and delivery of research projects, working in collaboration with others within internal and external project teams.
- Undertake research using qualitative methods, qualitative data analysis, evaluation and policy analysis using appropriate methods.
- Analyse and synthesise evidence and information for a wide range of projects.

Project management

- Contribute to the effective management of projects by supporting the project manager to set, and meet, goals and milestones.
- Contribute to, and support the development of, project proposals and funding bids.
- Ensure that the Nuffield Trust's research processes (e.g. research ethics, data governance, and writing conventions) are adhered to in all our work.

Communication and securing impact

- Write in a range of formats to disseminate the results of research and analysis. Examples include contributing to Nuffield Trust reports, concise parliamentary briefings and authoring short blogs.
- Make written and oral presentations to internal and external audiences. Where required, attend (and help prepare for) meetings with stakeholders.
- Assist with the planning, organisation and running of policy seminars and workshops held by the Trust and write reports of such events.

Building knowledge and working with stakeholders

- Keep abreast of developments in relevant areas of health and social care policy and actively participate in meetings and discussions about current policy.
- Build and manage working relationships with internal and external stakeholders, ensuring that there is an effective exchange of information about shared work themes and projects.
- Actively participate in internal and external events to build your own personal knowledge, make connections, and forge new networks with relevant stakeholders.

Contributing to the Trust's values

- Uphold the ethos of the Nuffield Trust, demonstrating a commitment to our principles of objectivity and equal opportunities.
- Undertake any other duties which may reasonably be required in furtherance of the objectives of the Trust.
- Understand and apply the principles of good research and information governance and abide by the Nuffield Trust research policies.

Person Specification

Essential

Experience

- The person we are looking for will have relevant skills consistent with experience of working in government, think tanks or applied academic research, some of which may have been gained via a university-level qualification.
- Experience of carrying out applied health services or policy research, evaluation or analysis.

Skills and abilities

- An understanding of, and interest in, health and social care in the UK.
- A good understanding of a range of qualitative research methods and an ability to apply those methods in health policy and health services research, in particular semi-structured interviews, focus groups and surveys.
- Excellent analytical skills and experience analysing qualitative data.
- Excellent critical appraisal skills
- Experience of synthesising findings from literature, research and analysis with an ability to identify and apply appropriate evidence to support an argument.
- Good oral and written communication skills; experience of writing in a range of different formats and of presenting work verbally; and an enthusiasm for further developing these skills.
- Proven ability to work to strict deadlines delivering high quality outputs and managing your own time to suit changing priorities and deadlines.
- An ability to work on your own initiative and to collaborate with colleagues, internally and externally, sharing opportunities and enabling others to make a full contribution.
- An appreciation of research and information governance and ethics.
- Demonstrable commitment to learning and to continued professional development.
- Demonstrable commitment to diversity, equity and inclusion, including in your approach to research and policy work.

Desirable skills/experience

- Experience conducting rapid qualitative research and an understanding of rapid techniques.
- Skills in using specialist software packages for qualitative research (e.g. NVivo, reference management software).
- Experience of working in government, health or social care delivery organisations or third sector organisations working in health and social care.

- A record of writing reports, blogs or academic papers for publication.

All staff are required to work within Nuffield Trust's policies, ensuring these are carried out in relation to the job, e.g., Confidentiality, Data Protection, Equal Opportunities and Diversity.

All staff may be asked to undertake other duties and responsibilities appropriate to their level as determined by their Line Manager on an occasional basis.

This Job Description reflects the requirements of the post at the time of writing. The needs and circumstances may change over time and therefore the Job Description may need to be reviewed in the light of any such changes which may occur.

Health and Safety

Employees of the Trust are required to be aware of, and observe fully, the employee duties under the Health and Safety at Work Act and to observe all Nuffield Trust policies related to health and safety and risk management.

Data Protection

Disclosures of confidential information or disclosures of any data of a personal nature can result in prosecution for an offence under the Data Protection Legislation or an action for civil damages under the same Legislation in addition to any disciplinary action taken by the Trust which might include dismissal.

Diversity, Equity and Inclusion

The Nuffield Trust is committed to ensuring equity for its employees and job applicants and will value and respect their diversity. We recognise that everyone has a contribution to make, and we aim to ensure that all staff, Trustees, volunteers, organisations and individuals with whom we have contact will be treated fairly and in an unbiased way. The Nuffield Trust is committed to actively promoting equity and diversity and will work to address unfair treatment, discrimination and prejudice where found within the workplace and in its work. We will work within the current legislative framework to promote best practice. This includes making every effort to accommodate reasonable adjustments needed to support people with their work.

To ensure the continued development of equity and diversity, all applicants are asked to provide information about how they identify themselves as part of the application process. You are not obliged to answer the questions, however, the more information you supply, the more effective our monitoring will be. If you choose not to answer any or all the questions, it will not affect your application. Any information you do supply is kept strictly confidential and will be used solely for monitoring purposes. The selection panel will not see this information.

You are encouraged to communicate any reasonable adjustments we can make to support your application.

Benefits

The Trust offers a competitive benefits package including a defined contribution pension scheme (with 14% employer contribution), death in service insurance and an Employee Assistance Programme. Eligible employees also benefit from a number of other benefits including interest-

free travel loans, a cycle to work scheme, and enhanced maternity, paternity and parental leave pay.

Annual leave is 28 days per year (pro rata for part-time positions). This rises to 30 days per year (pro rata for part-time positions) on completion of 5 years' service with the Trust.

The Trust also encourages personal development and training programmes for all employees.

Hybrid working

We operate a hybrid working policy which supports a mix of office and remote working. We anticipate most employees will spend at least 40-50% of their working time in the office. The number of days per week you are expected in the office will vary dependent on multiple factors.

- The nature of your role.
- What is happening within your role and team at any particular time.
- The needs of the Trust.
- Your individual circumstances.

Terms of Appointment

This is a full time (35 hours per week) permanent appointment based in London. with hybrid working in operation. Requests for part time working (minimum 80% FTE) will be considered.

The remuneration for this position is £42,010 (pro rata if part-time).

Application and Selection Process

Candidates wishing to apply should submit:

1. **a brief CV (max 3 pages)**
2. **a short covering letter (up to 500 words)** outlining why you are a suitable candidate and how you meet the person specification. Please tell us why you want to work at the Nuffield Trust and what you would bring to the role.
3. **a short piece of writing (up to 300 words)** on the following: The NHS Ten Year Plan covers a range of policies for the NHS. Which aspect or aspects of the plan are you most interested in, and why? What would be the biggest challenge to implementation of the aspect you have identified?

Whilst you may choose to use AI to aid with formatting your documents, we are keen to see your personal creativity and ask you not to use generative AI to draft your responses.

You are required to submit all three documents via the [online web portal](#).

Any queries should be directed to:

Email: lauretta.garrard@nuffieldtrust.org.uk

The **closing date** for applications is **23:59 on Sunday 30th November 2025**.

Shortlisted candidates will be invited to **interview** on **12th December 2025** and a decision will be made and communicated as soon as possible following interviews. We anticipate the successful candidate will take up the role in January 2026.

Nuffield Trust is an independent health charity. We aim to improve the quality of health care in the UK by providing evidence-based research and policy analysis and informing and generating debate.



For more information about Nuffield Trust, including details of our latest research and analysis, please visit www.nuffieldtrust.org.uk



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