



Policy Researchers

Location: Cambridge, UK
Salary: Dependent on skills and experience
Hours: 40 hours per week, Monday to Friday
Start: As soon as possible

RAND Europe is an independent not-for-profit research organisation whose mission is to help improve policy and decision-making. We are driven by issues of public interest and unravelling their complexity. We carry out objective, balanced and relevant research and analysis, publish our results and work in partnership with our clients.

RAND Europe's work lies on the continuum between that of universities and consultancies, combining the academic rigour of universities and the professional, task-oriented approach of consultancies. We offer a multidisciplinary and multinational working environment along with the opportunity to work across a range of areas using a variety of approaches. You will be involved in all aspects of designing, conducting and presenting research to clients that include foundations, government departments and NGOs, in the UK and Europe.

Due to the continued growth and success of RAND Europe, we have a number of opportunities for highly talented analysts across our research agenda. In particular, we are keen to hear from applicants with an interest in:

**science and technology; immigration and demography;
climate change; crime; arts; and education.**

These vacancies provide an ideal opportunity for candidates wishing to embark on a policy research career. Prospective candidates should have an outstanding academic record (good first degree and preferably a research Masters and/or PhD) as well as excellent written and oral communication skills, time/project management skills and the ability to work independently to tight timescales.

For further details please visit our website – www.rand.org/randeurope.

In return we offer a comprehensive range of benefits that include:

- Competitive salaries
- Bonuses
- Private medical insurance
- Critical Illness cover
- Life assurance cover
- Flexible contributory group personal pension plan
- 25 days annual leave entitlement
- 8 statutory holidays (bank holidays)

- Relocation packages where applicable
- Free parking
- Employee referral bonus
- Childcare vouchers.
- Social and Team Building events
- A relaxed and professional environment
- Refreshments and fresh fruit

If you feel that you have the qualities to be a part of our team, please send a CV and covering letter with a writing example, details of your current remuneration package and where you saw the vacancy to HR@rand.org or post to **Human Resources Department (Recruitment), RAND Europe, Westbrook Centre, Milton Road, Cambridge, CB4 1YG.**

The closing date for applications is Monday 28th April 2008.

We look forward to hearing from you.