

# Careers at the Institute for Fiscal Studies





Our goal at the Institute for Fiscal Studies is to promote effective economic and social policies by better understanding how policies affect individuals, families, businesses and the government's finances.

## 01 Why choose the IFS?



The academic quality of our cutting-edge research compares with the top universities.

We are respected and listened to by politicians and policymakers in the UK and overseas, journalists, business people, trade unions and campaigning groups.

As a small organisation, we don't have unnecessary hierarchy or bureaucracy, and we work together at all levels and across research teams.



The IFS has two prestigious research centres, with peer-reviewed funding from the Economic and Social Research Council. During the last year, we had work published in leading journals, including the *American Economic Review*, the *Journal of Public Economics*, *Econometrica* and the *Economic Journal*.

## 02 What is the Institute for Fiscal Studies?

In 2015, the IFS was awarded Prospect think tank of the year for the second year in a row – the first time that this has happened to any organisation. Recent comments about the role of the IFS in the public debate have included:

***“The standing of the IFS is such that it’s often regarded as more credible than any other forecaster, or indeed minister.”***

Norman Smith, BBC Assistant Political Editor, 25 May 2016

***“A press conference at the Institute for Fiscal Studies (IFS) is now enough to define a day’s media coverage. Few think-tanks make the headlines even before they release their analysis, but the IFS’s numbers are seen as the gold standard when it comes to assessing the parties’ fiscal plans.”***

The Economist online, 23 April 2015

***“The Institute for Fiscal Studies is the gold standard in independent impartial economic forecasting and commentary in our country. It is accepted by every political party.”***

David Cameron, 25 May 2016

We work in open-plan offices and foster a culture where everyone’s opinion is heard and valued. Weekly seminars allow researchers to discuss their work with colleagues and to meet external academics, who are invited to present research findings and meet IFS researchers.

### **More about the IFS**

The IFS is Europe’s leading centre of microeconomic policy research, established as an authoritative commentator on the public finances, tax and welfare policy, tax law, education, inequality and poverty, pensions, productivity and innovation, consumer behaviour and, more recently, the evaluation of policies designed to promote development in poorer countries. It is a politically independent registered charity aiming to bridge the gap between policymakers and academics.

The IFS aims to bridge the gap between purely academic research and issues of practical policy design or evaluation. The Institute strives to be at the forefront of UK and international research in its chosen fields, but also places a high priority on the policy relevance and communication of its research.

The research at the IFS is largely oriented towards microeconomic analysis and has a strong quantitative flavour. The Institute makes extensive use of the major surveys of households, company behaviour and individuals, alongside government administrative data, to analyse the impact of taxation and other public policies on household living standards and individual behaviour. Among other things, it maintains a detailed simulation model of the UK tax and benefits system, which is used for analysing the effects of Budget tax measures and social security policy changes. Other issues – including corporate taxation, the public finances and public spending, individual spending and saving behaviour, and development economics – are also studied using detailed data sets and purpose-built models.



Research is disseminated through the IFS website, an extensive conference programme, various IFS publications, the journal *Fiscal Studies* and other academic journals, and social media – in Autumn 2015, we had over 16,500 followers on Twitter. Much IFS research receives wide press, radio and television coverage. Researchers also attend and present research at academic and policy conferences both in the UK and abroad, give evidence to select committees and meet to discuss policy implications of their research with civil servants, UK policymakers and foreign delegations. In recent years, the IFS has significantly influenced debate in a number of key areas, such as the public finances and public spending, tax reform, active labour market policies, education policy, and pension and saving policy. The Institute aims to improve the quality of public debate by providing impartial information and analysis on issues of public interest, from a politically independent perspective underpinned by rigorous academic economic research.

The Institute’s funding comes from a range of sources, including the UK Economic and Social Research Council (ESRC), research charities, government departments, the European Union, and subscriptions paid by individual and corporate members. The IFS has received major long-term funding from the ESRC since 1991 for an ESRC Centre for public policy research and since 2007 for a second Centre to carry out research into quantitative methods. All IFS research is intended for publication, and the Institute does not undertake work for the private use of individual sponsors.



“Their independence is beyond doubt as all the main political parties recognise their expertise.”

Evan Davis, BBC

The IFS has a strong record in training excellent social scientists, some of whom continue to work at the IFS for many years; others go on to use the skills they have acquired in other jobs.

## 03 Careers at the Institute for Fiscal Studies



If you join us straight from your first degree, you will be encouraged to study part-time for a masters degree, with financial support from the Institute. If you are interested in further study, support is also given towards part-time study for a PhD; many choose to study at University College London and may well be supervised by senior Centre staff.

You will be given the opportunity to develop your career by taking on managerial responsibility when you are ready for it. Several senior members of staff joined the IFS as young researchers and have remained here throughout their careers.

As for those who decide to move elsewhere, IFS alumni are working in a wide range of other institutions. Some go on to senior positions in the civil service or become special advisors to MPs; others move into consultancies or academia. The IFS has also produced a number of distinguished economics journalists: Evan Davis a presenter on Newsnight, Stephanie Flanders former Economics Editor of the BBC, Tom Clark Editor of the editorial column at the Guardian, and Ed Crooks Energy Editor and Chris Giles Economics Editor of the Financial Times.





### Working environment

Based in open-plan offices, researchers work in small teams, each of which concentrates on a different area of research. A Programme Director manages each team, which will also include several Research Economists and Senior Research Economists as well as external Research Associates, who regularly come to the office to work alongside other members of the team. The small size of the Institute and its collaborative ethos mean that everyone's contribution is equally valued. Our informal, non-hierarchical approach is exemplified by the division of labour: new Research Economists are involved in writing up research and communicating its findings to outside audiences as well as in more routine data work.

Programme Directors are responsible for securing sufficient research funding and managing the time on projects allocated to members of their team, but Research Economists can get involved in suggesting ideas for research and writing research proposals as soon as they are ready. In our experience, this approach has promoted independent and innovative thinking and has encouraged researchers to articulate their ideas and findings to a diverse audience with confidence and clarity.

A shared common room / kitchen provides a space where researchers can relax, make coffee, eat lunch and informally discuss their work. A small administrative team works closely with researchers, arranges conferences to launch research findings, helps researchers to deal with media enquiries and manages the IFS website. The administrative team also manages our finances, HR and IT.

Our location in Bloomsbury is near University College London, where many of our Research Associates and Research Fellows are based. It is close to Whitehall and the City, allowing researchers to meet with policymakers and practitioners, who attend many of our in-house briefings and conferences. There are also plenty of pubs and restaurants in the area for socialising after work.

**“It has a small army of bright young economists who are tasked with analysing the implications of policies, both in fiscal and social framework.”**

Philip Aldrick, *The Telegraph*

The IFS recruits outstanding economists to join its research teams each year.



## 04 Research Economists

Rough Salary Guide\*

**Research Economist**  
£32,779 — £49,007

**A new graduate with no previous experience**  
£32,779

**A candidate with a postgraduate degree**  
£34,760

At the IFS, we recruit top-quality economists. We specialise in the economic analysis of public policy, bridging the gap between purely academic research and issues of practical policy design or evaluation. As a new recruit, you will carry out in-depth economic research and communicate your findings to politicians, journalists, academics and others such as campaigning groups and professional organisations.

You will work closely with colleagues in a small team as well as with other teams across the Institute; your colleagues will include policy experts and leading academics from the UK and overseas.

We will support you in developing your skills, through further study and

ad hoc training and by giving you opportunities to get involved with all aspects of research and communication right from the start. An initial induction programme includes media training and presentation skills, as well as advice about research skills and publishing in academic journals. Further opportunities for training in these areas will be available as you progress. New Research Economists have a mentor, an economist in another research team who has been at the IFS for several years.

Research teams include full-time researchers and academic Research Associates, who are leading academics in their fields. Right from the start, new researchers can expect to be involved in all aspects of research projects – from empirical analysis to writing final reports and giving presentations. The IFS has a strong record in training excellent social scientists, some of whom build a long career at the IFS while others go on to use the skills they acquired at the Institute to good effect in the civil service, the media and academia.

IFS researchers are not only excellent economists but also able to think creatively about economics and

eventually shape their innovative ideas into research programmes. They are keen to use empirical economic analysis to inform policymaking and to pass on their enthusiasm for economics to others, both inside and outside the Institute.

### **Person specification for Research Economist posts**

Applicants for research posts at the IFS should have, or expect to have, a First or very good Upper Second Class Honours degree and/or a higher degree, in economics or a closely-related subject. IFS research involves the application of economic concepts and applied economics techniques to issues of practical policy relevance. IFS researchers have established a strong record in the analysis of public policies in the UK and elsewhere, including developing countries. Applicants should therefore have studied economics in considerable depth, and should be strongly motivated by an interest in economics and its practical application.

**We welcome applications from:**

- those expecting to graduate in 2017 with an extremely good degree in economics;
- graduates with an extremely good degree in economics who are expecting to complete an MSc in 2017;
- exceptional economists with some experience in research, in the academic, public or private sectors.

Much IFS research involves the analysis of data in the context of economic policy issues, and IFS researchers are expected to have a high standard of numeracy. For some posts, familiarity with the mathematical and statistical techniques used in applied economics, as well as statistical computing methods, would be an advantage.

IFS researchers should be willing to work as part of a team, to share ideas with colleagues, and to contribute widely to the intellectual life of the Institute. At times, the work will involve tight deadlines, and researchers will have to be able to organise their work to meet these deadlines.

The IFS attaches a high priority to communicating the results of its research to policymakers, the press and the wider policy community, as well as the academic community. Applicants should have well-developed writing skills, the ability to explain complex economic ideas in plain language, and a willingness to develop skills of verbal communication and presentation.

The Institute is concerned to maintain its reputation for independent and unbiased research on issues of public interest, and IFS researchers are expected to maintain the highest standards of intellectual rigour and objectivity.

The IFS is willing to consider applicants with a range of levels of formal qualification and experience, so long as they are consistent with the general requirements set out above. In particular, appointments may be made to research posts of individuals who have or are just completing a first degree, of individuals who have or are completing higher degrees, or of individuals who have been in employment after leaving full-time education.

Where appropriate, the Institute will provide necessary training in computing and other skills, and will encourage staff who do not possess a higher degree in economics to undertake part-time study to obtain one.

**\*Remuneration: Research Economists**

The salary range for a Research Economist is £32,779–£49,007. A new graduate with no previous experience would expect to start on about £32,779, while someone with a postgraduate degree might expect to start at about £34,760. Relevant experience working elsewhere would also be taken into account when setting the initial salary. These salaries are reviewed in October of each year. Individual salaries are also reviewed annually and increments are awarded according to performance.

**Selection process: Research Economists**

In compiling our shortlist, we look particularly for excellent academic results and for an interest in and understanding of how economic theory can be used to improve public policy. Successful applicants to a Research Economist position will have gained or be expected to gain at least a very good 2:1 on an economics-related undergraduate degree course, or have or expect to have a relevant masters degree.

Candidates with work experience in the public or private sector and those who have or expect to have a strong PhD, who are interested in doing general microeconomic research, may also apply. Many staff have previous computing, econometric or theoretical skills; these are not essential, although reasonable numeracy and the willingness to learn are. You will be expected to be able and willing to present your work to a range of audiences, including the academic and broad public policy communities. This may include addressing conferences and seminars, writing for newspapers, and appearing on radio or television. Relevant training – for instance, in broadcasting skills – will be provided.

Each candidate will normally be asked to attend two consecutive interviews on the same day, where the discussion will focus on applying economic theory to policy-relevant questions. Candidates will first be asked to prepare a short written answer to a set question, which will provide the initial basis for discussion in the first interview. Candidates will be asked to use economics to analyse a topical policy question, such as the impact of tax changes or government policies on education. Up to a further five topics will then be covered, each focusing on a different aspect of the Institute's research. We select candidates based on the potential we believe they have to think in an intelligent way about economics and its application to policy questions. We expect to be able to make job offers during the week following the interviews.





“As a young researcher you are encouraged to think about your own research interests and pursue these, which is great.”

## Alison Andrew

Research Economist, Centre for the Evaluation of Development Policies. Alison joined the IFS in 2013.

Education: BA Economics, University of Cambridge, 2013

# 05 Employee Profiles

### What first attracted you to the IFS?

As someone who really enjoyed academia and research but who also wanted to work on questions that are relevant and useful for policy, the IFS has always attracted me. I have always had a particular interest in international development and wanted to pursue this post-university. When I discovered that the IFS worked on international development issues, I knew that I definitely wanted to apply.

### Which projects are you working on at the moment?

Within the broader research agenda on human capital accumulation in developing countries I work on two research areas – early childhood development and adolescent girls’ programmes. In the former I work on one project in India evaluating the impact on child and maternal outcomes of weekly home-visits for disadvantaged mothers. I also work on a project in Colombia that studies childcare centres. My work on adolescent girls is a project in India where we are evaluating the impact of weekly group sessions for girls and community campaigns to improve sexual and reproductive health outcomes.

### What kind of things do you do during a typical day at work?

My days vary a lot, which I really like. I quite often travel abroad to visit the projects I work on – this is usually to pilot questionnaires, to attend trainings of

interviewers and to meet with our research partners overseas. Back in London, typically in one day I will work on a couple of different projects which are all in different stages. At the moment I have just finished writing a report for a project in Colombia which is nearly complete. I’m also spending time writing questionnaires for a study in India as well as doing some initial data work for another new project in India. At the IFS, work is very collaborative so I spend a good proportion of my time discussing work with colleagues.

### What do you particularly enjoy about the job?

I find the projects I work on really interesting and rewarding. I love seeing the whole process of such research, from the initial ideas, to planning the study design and intervention, to working with partners designing data collection, to finally analysing data and attempting to understand more about our research questions.

### How has your career progressed so far?

Since joining the IFS two years ago I am now one year into a two-year masters at UCL. I am starting to manage more junior researchers and to take the lead in dealing with overseas partners. Going forward I will play a greater role in applying for funding for new research ideas.

### What have you learned from working here?

I have really learnt a lot about the whole process of doing research right through from approaching funders and partners to the final presentation of results for a variety of different audiences. In terms of my technical skills I have learnt a lot about working with data, creating economics models and writing programs to empirically test them.

### How would you describe the working environment?

It’s a very supportive and collaborative place to work. Other researchers are very happy to discuss your work together and this is a really good opportunity to get fresh perspectives on what you’re doing. From early on you are encouraged to present your work at seminars. As a young researcher you are encouraged to think about your own research interests and pursue these, which is great.



“I saw working at the IFS as an opportunity to work at one of the most prestigious research institutes in the world”



## Jack Britton

Research Economist, Education research programme.  
Jack joined the IFS in 2013.

Education: PhD Economics, University of Bristol, 2014  
MSc Economics, University of Bristol, 2010

# 05 Employee Profiles

### What first attracted you to the IFS?

I saw working at the IFS as an opportunity to work at one of the most prestigious research institutes in the world, with some of the world's top economists. I thought at the IFS I would be able to develop my career as an economist, but also have the opportunity to work on interesting projects that have clear implications for important public policy questions.

### Which projects are you working on at the moment?

The majority of my research is focused on higher education. One project involves using an extremely rich data set that includes the earnings of all English graduates who borrowed from the Student Loans Company to study at university in the UK for up to 10 years from graduation. This has allowed us to investigate graduate earnings by subject and institution, the impact of the recession on graduate earnings, and differences in earnings between those coming from poor and rich backgrounds. Two other projects I am currently working on involve investigating the impact of a new theoretical policy, where university fees are tied to the earnings of their graduates, and investigating the impact of health shocks on labour supply.

### What kind of things do you do during a typical day at work?

A 'typical' day depends a lot on the state of play of projects and what is going on in the public policy sphere. When I am focused on my longer-run research projects,

I spend the majority of my time working with statistical or mathematical packages such as Stata or Matlab, designing models or working with data. The remainder of my time will be spent in meetings with co-authors or wider research groups discussing ideas and issues, as well as reading around the subject of research and writing up findings. Things are a bit different when we are releasing work I have been involved in, or responding to public policy announcements, such as the recent removal of maintenance grants for university students. This will often involve writing relatively short policy pieces or summaries of the work, as well as telephone interviews with newspaper journalists and sometimes live radio or television interviews.

### What do you particularly enjoy about the job?

My favourite aspect of the job is being academically challenged and constantly learning by working with great people on interesting questions. However, I also value the media experience very highly.

### How has your career progressed so far?

I was a rather non-typical IFS recruit in that I studied Mathematics at Imperial College and a masters and PhD in Economics at the University of Bristol before starting at IFS two years ago. Since joining IFS I have become a leader of higher education research here, and frequently advise government departments on higher education policy. I am currently focusing

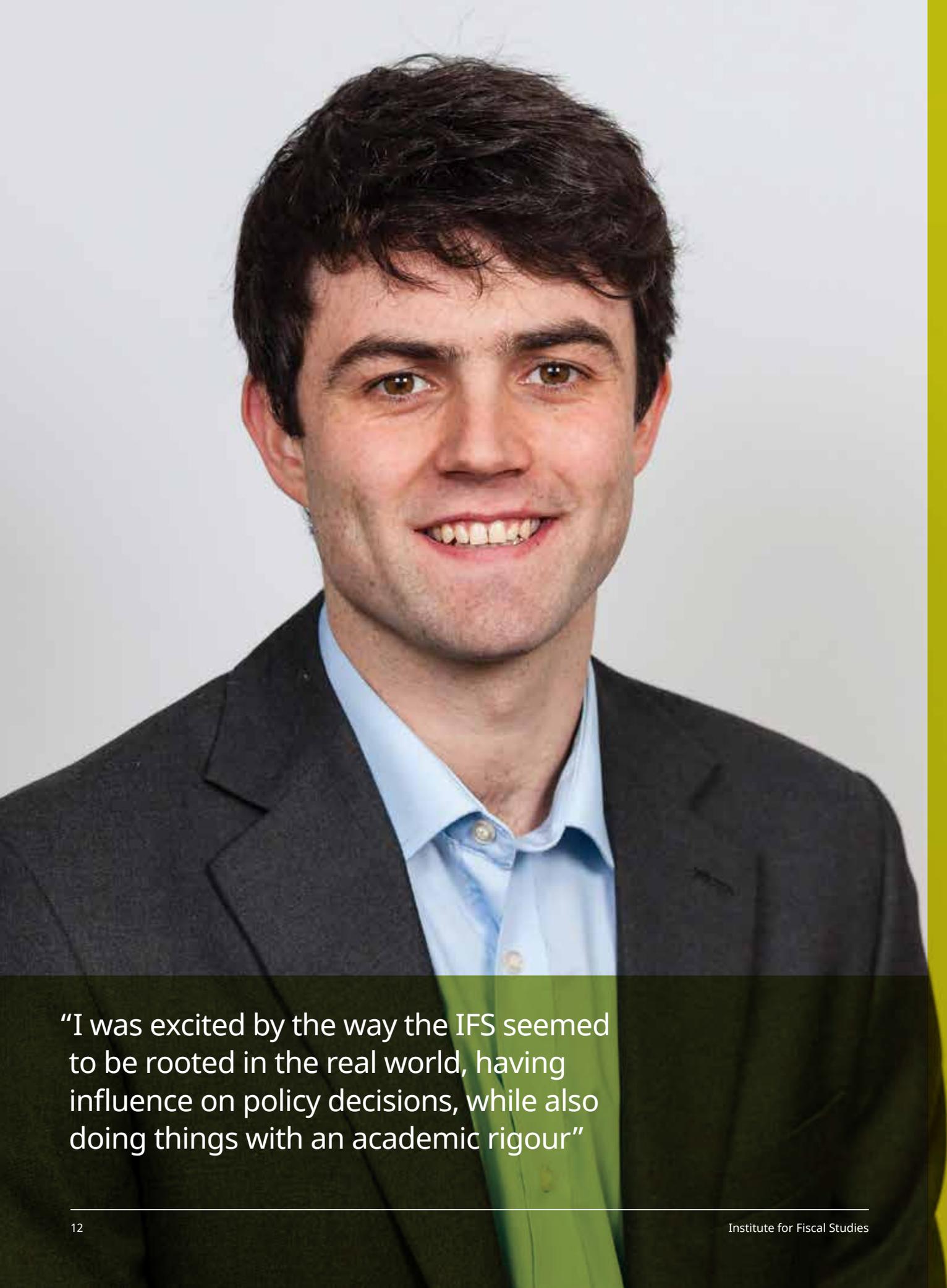
on getting my research published in academic journals, and have recently been awarded a postdoctoral grant from the British Academy that will fund my research on higher education for a further three years.

### What have you learned from working here?

I have learned a huge amount about higher education policy and the way that government operates. I have gained invaluable media experience and writing skills, which have developed through the standards the IFS demands in terms of quality of output and clarity of communication so that non-experts can understand and interpret your findings. My coding has also improved dramatically!

### How would you describe the working environment?

There is a nice, relaxed working environment in which employees are trusted to get on with their work without being closely monitored, which is something I consider hugely important for general life quality. The people here are kind, friendly and generous with their time, meaning it is very easy to approach people with research ideas or any other issues. Occasionally things get stressful around project deadlines or with responding to public policy announcements, but that can also be very rewarding. I would say the balance of stress to relaxed working environment is generally excellent.



“I was excited by the way the IFS seemed to be rooted in the real world, having influence on policy decisions, while also doing things with an academic rigour”

## Andrew Hood

Research Economist, Direct Tax and Welfare research programme. Andy joined the IFS in 2012.

Education: BA Philosophy, Politics and Economics, University of Oxford, 2012

# 05 Employee Profiles

### What first attracted you to the IFS?

I really enjoyed the lectures given by IFS staff as part of my public economics course, and I was excited by the way the IFS seemed to be rooted in the real world, having influence on policy decisions, while also doing things with an academic rigour. Another key factor was that as I came towards the end of my undergraduate degree, I was unsure whether I wanted to enter the world of work or continue with further study in economics: the IFS offered me a unique opportunity to do both!

### Which projects are you working on at the moment?

At the moment I'm working on three different projects (which is pretty typical). One is some work using TAXBEN (the IFS model of the UK tax and benefit system) to look at the effect of recent changes in social rent policy on the incomes and work incentives of social tenants. The aim of the second project is to work out which factors explain the different changes in people's incomes between middle age and retirement. Finally, I'm working on an academic paper using a model of consumption and savings over the life cycle to estimate the impact of inheritances on consumption inequality. So a pretty varied set of things, from quite policy-orientated to more academic.

### What kind of things do you do during a typical day at work?

It really does vary a lot, largely depending on what stage the projects I'm working on are at. Towards the start of projects, my

days will mainly consist of writing code in statistical software (such as Stata) to get the computer to use data to spit out interesting and important facts – this bit is much more fun than I thought it would be! Towards the end, I'm more likely to be writing parts of reports or papers, or preparing and giving presentations. One nice thing is that since projects tend to overlap, a week at work quite often involves all of the above.

### What do you particularly enjoy about the job?

I love working on hard problems with smart people. Day to day, I get to use my brain to think about difficult questions – sometimes a technical econometric issue, sometimes about how best to get across our findings. And I get to do that thinking as part of a team, where often what we come up with together is much better than what any of us could have done on our own. It's also really satisfying when work I've been involved in gets the attention of the press and policymakers, because it feels like we're getting to tell loads of people about what we've found!

### How has your career progressed so far?

In my first three years at the IFS I've been able to develop expertise in areas of work I'm particularly interested in. On the policy side, I've been able to develop a strong understanding of the benefit system and the determinants of living standards. Since both of these topics were an important part of the election debates, that gave me the chance to do TV and radio interviews

– slightly terrifying but I was delighted to have the opportunity. On the academic side, I've worked on a paper looking at the impact of inheritances on wealth inequality and used my MSc dissertation to look at inheritances and consumption inequality. The research agenda around intergenerational transfers is something I'm looking forward to developing over the next few years.

### What have you learned from working here?

Working at the IFS teaches you a wide range of skills – from computer programming through to how to avoid looking silly in a TV interview (don't gesture with your arms). On a deeper level, I've learnt that most of the questions policymakers ask don't have easy answers – there really are a lot of insuperable trade-offs, and it is important to quantify them precisely. Doing the UCL MSc in economics part-time alongside my work has meant I've also been able to develop my technical abilities, particularly with regard to econometrics and dynamic programming.

### How would you describe the working environment?

It's really friendly and relaxed – I come into work in jeans and a T-shirt most days! The culture of helping others with their work is very strong – there's basically no one I wouldn't feel able to ask a question if I thought they could help. I also enjoy the social side of life at the IFS – the Christmas and summer parties are a real highlight.

Applications are invited for our Graduate Scholarship Programme.



# 06 Graduate Scholarships and Post-Doctoral Fellowships



## Graduate scholarships

The IFS runs an annual Graduate Scholarship Programme, whereby students studying for a PhD on an accredited pathway at an ESRC doctoral training centre are affiliated with the IFS. Fees, stipends and other support are paid in accordance with ESRC rates and guidelines applicable at the time (for details, see [www.esrc.ac.uk/skills-and-careers/studentships/prospective-students/what-is-an-esrc-studentship-worth/](http://www.esrc.ac.uk/skills-and-careers/studentships/prospective-students/what-is-an-esrc-studentship-worth/)).

IFS Scholars, who will be expected to have already been awarded a masters degree, will have access to the extensive research facilities of the IFS and will work alongside IFS researchers and associated academics.

At the Institute, they will be associated with the ESRC Centre for Microeconomic Analysis of Public Policy (CPP). The IFS has established an international reputation in microeconometrics and empirical microeconomics research and its relation to policy issues. Scholars' research should be relevant to these areas.

## Post-doctoral fellowships

The IFS is looking to recruit a number of outstanding post-doctoral economists to join our research teams.

Post-doctoral fellows will work within a team of researchers at IFS whose direction of research fits with the researcher's expertise and interests. This will likely include a mix of senior academics and IFS researchstaff. We will work with successful applicants to secure the best fit for their research interests and strengths and to encourage them to develop these to mutual advantage, with a particular focus on academic publication in top international journals.

We welcome applications from students expecting to complete a PhD by August 2017. The salary scale will be similar to the Research Economist scale and will vary to reflect the individual's role and experience.

The IFS offers several placements each summer to economics students who are interested in how microeconomics can be applied to public policy issues and who are considering a career in economic research.

## 07 Summer Student Programme

Placements are intended to give a taste of research work at the IFS similar to that done by newly-recruited permanent research staff. As such, the work is most likely to be appropriate for individuals currently studying for undergraduate or masters degrees, rather than more advanced students. During a six-week placement, a Summer Student might typically expect to work for an IFS research team on tasks such as reviewing existing literature, preparing and analysing data, and writing up research results.

We welcome applications from those in their penultimate year of an undergraduate degree with a strong economics component and from those who are in their final year and planning to start studying for a masters degree in economics. Suitable candidates will be selected on the basis of a short interview, which will take place at our offices in central London.

Undergraduates should be expecting to obtain a first-class degree. They should have a strong grasp of basic economic concepts, as well as the ability to apply these to practical policy issues. Much of IFS research involves the analysis of data, and applicants are therefore expected to have a high degree of numeracy. However, please note that familiarity with specific mathematical and statistical techniques and computer packages used in applied economics is not a prerequisite.

Overseas students may be appointed subject to being eligible to work in the UK. However, no additional funds are provided to help with travel to the UK or subsistence, and the IFS cannot help with any accommodation requirements.

Applications are invited from students looking for placements during the summer of 2017.

Summer Students will be paid £370 per week.





## 08 Deadlines and How to Apply



### Research Economists

Application is by online form: see our website at [www.ifs.org.uk/jobs](http://www.ifs.org.uk/jobs)

**Application deadline:** Friday 20 January 2017

**Interview dates:** Monday 22, Tuesday 23 and Wednesday 24 February 2017

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### Post-doctoral Fellowships

Applicants should apply by sending a CV, covering letter and a research paper. For more details, see the IFS website at [www.ifs.org.uk/jobs](http://www.ifs.org.uk/jobs)

**Application deadline:** Friday 20 January 2017

**Interview dates:** TBC

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### Graduate Scholarships

Applicants should apply by sending a CV, covering letter and brief outline (no more than three pages) of their proposed research. For more details, see the IFS website at [www.ifs.org.uk/jobs](http://www.ifs.org.uk/jobs)

**Application deadline:** Friday 20 January 2017

**Interview dates:** TBC

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### Summer Students

Application is by online form: see our website at [www.ifs.org.uk/jobs](http://www.ifs.org.uk/jobs)

**Application deadline:** Friday 20 January 2017

**Interview dates:** Monday 27 and Tuesday 28 February, and Wednesday 1 March 2017

“The Institute for Fiscal Studies, a sort of non-partisan unofficial opposition party equipped with massive brainpower...”

Sean O’Grady, Independent

## 09 Further information

### Equal opportunities

The IFS is striving to become an equal opportunities employer. Its success depends on its staff and other employees and the development of their skills and abilities.

It is the Institute’s policy that equal opportunities exist for all potential and existing employees and contract staff. No discrimination, direct or indirect, is permitted on grounds of sex, marital status, sexual orientation, disability, race, age, religion or ethnic origin, or on any other grounds that are not necessary to ensure that the Institute’s work is carried out effectively and safely.

This principle applies to recruitment, training, promotion, dismissal, transfer and all other benefits, terms and conditions of employment.

All members of staff and other employees are made aware of their responsibility to apply this principle conscientiously in all aspects of their work.

### Flexible working

A commitment to equal opportunities is important in our recruitment and in sustaining an atmosphere in which all staff are happy to work and develop their careers. We ensure a balance at all levels by supporting a flexible family-friendly policy, allowing both men and women to adjust their working hours according to the needs of their families.

### Applicants from outside the EU

Applicants from outside the EU may apply, but any offer of a post would be subject to the successful application for a work permit from the UK government. This might also be the case for nationals of some EU countries.

For more details about salaries and other benefits, or if you have other questions about working at the IFS, contact Emma Hyman at [emma\\_h@ifs.org.uk](mailto:emma_h@ifs.org.uk).

For more information, visit our website [www.ifs.org.uk/jobs](http://www.ifs.org.uk/jobs).

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