

GambleAware

Quantitative Insights Lead

(Full Time, 18 month FTC)

Application pack

Job description

Role title:	Quantitative Insights Lead
Accountable to:	Director of Evidence & Insights
Hours:	Full time (35 hours per week). We are happy to discuss flexible working options.
Location:	A mix of home and office working, minimum 40% office based, central London
Salary:	£46,305 – £57,330 p.a., plus £3,150 London Weighting (if applicable)

Role purpose

This is a key role in the Evidence & Insights Team, to lead on advanced research and data insights and help ensure that GambleAware has the insights needed to achieve impact and maximise the value achieved through its commissioning. This is a new role, so there is considerable scope for the right candidate to shape it and determine how to add maximum value. The post holder will bring a passion for data visualisation and storytelling, regularly providing clear, engaging and persuasive communication of complex data insights and analysis to a variety of audiences (both technical and non-technical). They will become the organisation's subject matter expert on all analysis in relation to gambling harms, including the scale of gambling harms and unmet need, and how this is distributed across the population/country. They will ensure that GambleAware's data assets on these issues – along with wider research and horizon scanning – deliver timely insights to meet the needs of the organisation. In order to achieve this they will manage a wide range of data and insights including the annual flagship surveys, bespoke surveys and polling, associated secondary analysis projects, as well as leading the delivery of responsive in-house quantitative research.

Key accountabilities

- Lead on quantitative analysis – both in-house and externally commissioned – to improve the evidence base on gambling harms, and how this evidence is used externally to drive system change.
- In collaboration with other colleagues, ensure that GambleAware has the high-quality data insights and analysis to inform its comms, marketing, public affairs, and stakeholder engagement.
- Ensure high technical and analytical standards, including analytical and statistical best practice, throughout all in-house and externally commissioned data analysis.
- In collaboration with relevant Research Leads, Head of Evaluation & What Works and colleagues in the Comms team and Systems Commissioning team, ensure that GambleAware has the evidence, data and insights to support its prevention and treatment programmes.
- Ensure, as part of the Evidence & Insights Team, that GambleAware can bring agile and timely data, statistics and quantitative insights to bear upon emerging issues in the context of evolving organisational needs and a fast-moving environment.
- In collaboration with Head of Data & Analytics, Head of Evaluation & What Works, Director of Evidence & Insights and Director of Strategy, help to ensure that GambleAware maximises and exploits opportunities to improve its use of data and data insights.

- In collaboration with the Director of Evidence & Insights and wider Senior Leadership Team, drive forward the Evidence & Insights Team strategy, ensuring it is both informed by the organisation and informing the organisation.
- As a key member of the Evidence & Insights Team, provide contribute to a supportive, inclusive culture and helping to drive forward strategic planning.
- Represent the organisation externally from time to time on issues of data and insights around gambling harms, developing relationships with key research and insights stakeholders in order to maximise visibility of GambleAware's work, and develop and understanding of our work and where can add value.

Key responsibilities

1. Manage all projects involving or related to annual population survey of gambling harms – including the Annual GB Treatment & Support Survey, the Crunch analytics platform, as well as local and regional modelling, prevalence maps, local and regional data profiles, and data sharing arrangements.
2. Lead on the commissioning and in-house delivery of advanced secondary analysis projects to provide new modelling and statistical insights on gambling harms, to inform prevention and treatment commissioning, relevant Programme Boards, and public positioning.
3. Oversee and quality assure, with close collaboration and input from other team members, commissioned surveys, polling and data collection.
4. Develop the quantitative evidence base on inequalities in gambling harms, as well as priority audiences, in order to inform priority setting for organisational commissioning decisions.
5. Lead on the monitoring of (and response to), all relevant statistics and datasets on gambling and gambling harms published by other organisations.
6. In collaboration with the Head of Evaluation & What Works and the Head of Data & Analytics, support programme leads to define key indicators and outcomes to be measured and evaluated for success.
7. Demonstrate a commitment to diversity, inclusivity, and equal opportunity in working with colleagues and stakeholders with a wide range of perspectives and experiences.
8. Develop and maintain constructive relationships with colleagues across GambleAware.
9. Undertake any other tasks as reasonably directed by your line manager.
10. Adhere to GambleAware policies and procedures.
11. Be a good team worker, demonstrating loyalty and commitment to the organisation and team members.

Key relationships

- Evidence & Insights Team
- Comms Team
- Head of Data & Analytics
- Director of Marketing
- Director of Systems Commissioning

Critical competencies

The competency framework sets out how we want people in GambleAware to work.

The competencies are intended to be discrete and cumulative, with each level building on the level below.

The six competencies below are identified as critical to this role.

Brilliant Basics	<ul style="list-style-type: none">• Clarify and articulate the diverse requirements of end users and delivery partners to support effective delivery• Take ownership of delivery against outcomes and give credit for others' delivery• Maintain a strong focus on priorities, holding others to account for priorities and swiftly respond to changing requirements
Difference Makers	<ul style="list-style-type: none">• Proactively seek information, resources and support from others outside own immediate team in order to help achieve results• Influence external partners, stakeholders and / or beneficiaries successfully – secure mutually beneficial outcomes
Game Changers	<ul style="list-style-type: none">• Use up-to-date research and knowledge of needs, issues and emerging practice to meet GambleAware's strategy

Person specification

	Essential	Desirable
Knowledge & experience	<ul style="list-style-type: none"> Expert knowledge of a range of quantitative analytical methods, including statistical, econometric or data science methods. At least 2 years' professional experience in a relevant data / quantitative research environment. Knowledge of analytical and statistical quality assurance approaches. Experience of research management processes including defining and managing project risk, monitoring progress and quality assurance protocols. Experience of working collaboratively with internal and external colleagues to design impactful, credible projects and programmes of work. 	<ul style="list-style-type: none"> Experience of working in a non-profit environment Good understanding of UK public policy and political landscape, and how this affects GambleAware. Knowledge of gambling harms and the gambling harms sector. Knowledge of at least one of the following: public health; alcohol policy; drug policy; health inequalities, marginalised communities, and social exclusion; social or wider determinants of health.
Skills & abilities	<ul style="list-style-type: none"> Advanced statistical and data manipulation skills with proficiency in a range of data analysis or statistical software packages (e.g. R, Stata, Python, Excel) Excellent communication skills – oral and written including extensive experience of presenting research findings to a non-specialist audience. Able to analyse and synthesise complex information into key insights for a range of audiences. Strong analytical thinking skills with track record of using data to support. Able to work collaboratively across teams, including at senior levels Able to build and demonstrate credibility with a wide range of stakeholders, including at senior levels. Able to develop and oversee a research agenda and programmes of work based on strategic understanding of an organisation, its stakeholders and its wider context. Excellent organisational skills, with ability to plan and manage complex projects concurrently and produce high-quality outputs. Able to manage budgets and staff resource, ensuring optimal allocation of both in order to meet organisational priorities effectively. 	<ul style="list-style-type: none"> Able to think strategically and understand how to position an organisation in an evolving context.

	<ul style="list-style-type: none"> • Able to manage self and others, delegating as necessary to ensure that the whole team delivers key priorities for the organisation. • Ability to demonstrate resilience and adaptability in the face change of uncertainty or change. 	
Qualifications	<ul style="list-style-type: none"> • Degree in a relevant subject with a significant quantitative / statistical component. 	<ul style="list-style-type: none"> • Postgraduate qualification in a relevant subject with a significant quantitative / statistical component. • Membership of a relevant professional body.
General	<ul style="list-style-type: none"> • Strong interest in gambling harms and gambling policy • Proactive and collaborative approach • Strong team player, able to work across teams • Committed to continuous professional development • Commitment to GambleAware’s mission and values • A clear understanding of, and commitment to, equal opportunities and diversity, and a commitment to promote high standards of conduct, integrity and probity • Eligible to work in the UK. 	

This job description does not form part of the contract of employment and may be subject to change.

How to apply

Key dates

The closing date for applications is **9am Friday 5th July**. Successful candidates will be invited to attend a panel interview week starting 15th July. We reserve the right to close the post and interview ahead of the closing date if & when we receive enough high calibre applications. Therefore, if you are interested, please submit your application as early as possible.

How to apply

Applicants must be eligible to work in the UK. To apply, please submit a comprehensive CV along with a cover letter to recruit@gambleaware.org. Your cover letter should highlight your relevant skills, knowledge, and experience, and outline the approach you would take for this role.

Please note that using Artificial Intelligence AI to write your application or cover letter is not advocated by GambleAware, and it could negatively impact your chances of success in the application process. While AI can help streamline the writing process, these tools cannot fully grasp the context or requirements of the job you're applying for, nor can they accurately reflect your skills, knowledge, and experience. It is crucial that you personalise your supporting statement by articulating these in your unique voice.

If you choose to use (AI) or other tools to assist in writing your application, we ask that you declare this clearly on your CV and / or cover letter, and bear in mind that it's essential to personalise this information, particularly in your cover letter.

Equal opportunities

All candidates are also requested to complete an online [Equal Opportunities Monitoring Form](#) which will be found at the end of the application process. This should be submitted to recruit@gambleaware.org. This is not mandatory but will assist GambleAware in monitoring selection decisions to assess whether equality of opportunity is being achieved. Any information collated from the Equal Opportunities Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.

GambleAware is an equal opportunity employer and is committed to ensuring equal opportunities, fairness of treatment, dignity, work-life balance, and the elimination of all forms of discrimination in the workplace for all staff and job applicants.

Adjustments

We are committed to ensuring everyone can access our website and application process. This includes people with sight loss, hearing, mobility, and cognitive impairments.

Should you require access to these documents in alternative formats, please contact recruit@gambleaware.org. We also welcome any comments or suggestions about improving access to our application processes.

Personal data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your sensitive personal data (racial or ethnic origin, political opinions, religious or philosophical beliefs,

trade union membership, data concerning health or sexual orientation, genetic and/or biometric data) in your CV and application documentation.

Following this notice, any inclusion of your sensitive personal data in your CV/application documentation will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

Contact details

For a conversation in confidence, please contact recruit@gambleaware.org and we will come back to you.

About GambleAware

GambleAware is the leading independent charity and strategic commissioner working to keep people safe from gambling harms.

We are the leading strategic commissioner of gambling harm education, prevention, early intervention, and treatment across Great Britain. We work in close collaboration with the NHS, clinicians, local and national government, gambling treatment providers, as well as other mental health services. We operate across four key areas by:

- Providing support, advice, and tools to help people make informed decisions about gambling. We help people understand and recognise the risks of gambling, and direct them to more information, help and support, should they need it.
- Commissioning the National Gambling Support Network (NGSN), a group of organisations across Great Britain which provides free, confidential treatment, as well as the National Gambling Helpline which takes around 52,000 calls and online chats a year.
- Commissioning research and evaluation to increase our knowledge and understanding of what works in the prevention of harm.
- Producing public health campaigns on a national scale and providing practical support to local services and partners.

If you're worried about how gambling makes you feel, we can help. For free and confidential advice, tools and support, search GambleAware or contact the National Gambling Helpline, available 24/7, on 0808 8020 133.

Our independence

As an independent charity, GambleAware has an extremely robust system of governance processes in place, is accountable to the Charity Commission, and works to hold the gambling industry to account. Members of our independent Board of trustees are leaders within the NHS and public health sector and have no connection to the gambling industry. We work closely with DCMS, DHSC, OHID and the Gambling Commission, who all recognise our integrity and independence. The gambling industry has absolutely no input, influence or authority over any of our activity.

Governance

We have robust governance processes to guarantee our independence from the gambling industry. Our Board of Trustees have extensive public health and NHS backgrounds and are selected based on their expertise to support the commissioning of best practice national prevention, education, treatment and support services. GambleAware is committed to the Charity Governance Code, which includes a priority to be transparent and accountable and regular communication with the Advisory Board for Safer Gambling. GambleAware's Board of trustees is chaired by Baroness Kate Lampard CBE, former lead non-executive director on the Department of Health & Social Care Board and a trustee of the Esmée Fairbairn Foundation. Other trustees have extensive public health and NHS experience.

Funding

GambleAware has long called for the introduction of a statutory levy on the gambling industry and was delighted to see a levy included in the Gambling White Paper. A levy will enable proper funding oversight, avoid duplication of work and provide a sustainable, transparent and long-term funding model to ensure the successful delivery of the research, treatment and prevention services needed to prevent and treat gambling harms.

Gambling is a serious public health issue and having greater accountability and a government led National Strategy to prevent gambling harm, which is supported by sustainable funding, means all operators can be held accountable. The new statutory levy will give certainty and stability to commissioners like GambleAware, as well as service providers, to make long-term commitments to meet population needs. It will also ensure further separation between the industry and research, education and treatment. Sustainable funding will enable us and those working to reduce gambling harm to increase access to early interventions, expand the number of local systems who can act to prevent gambling harm and develop a commissioning plan which is specifically targeted at help young people and children.

Our guiding principles:

GambleAware has a vision to see a society where everyone is safe from gambling harms. To help achieve this, we are steered by a clear set of values which guide our behaviour and shape everything we do.

We are all here to make a difference...
<ul style="list-style-type: none">• We start from the perspective of people at risk of gambling harms• We ask what impact we can have• We are bold enough to set the agenda and lead the way• We persevere until we reach our goals• We do things that leave a legacy.
...by working with curiosity and innovation...
<ul style="list-style-type: none">• We strive for new ways to solve problems• We share learning, insights and expertise• We are willing to take risks or go out of our comfort zone• We ask questions and welcome constructive challenge• We learn from our successes and failures.
...and pulling together as one team.

- We value everyone's talent and perspective
- We ensure everyone feels welcome and can be themselves
- We collaborate to deliver the best outcomes
- We go out of our way to help each other
- We celebrate everyone's success together.

Life at GambleAware

Employee benefits

We are committed to offering our employees a range of benefits to support their wellbeing. We regularly review and update our benefits and the list below summarises those currently on offer.

Annual flu vaccinations	Flexible working
Annual leave, 25, increasing to 28 with length of service days plus public holidays and Christmas closure	Resilience Fund
Quarterly staff feedback survey	Investment in staff development
Cycle scheme	Mindfulness app
Death in service	Pension
Employee assistance programme	Private healthcare
Eye-test and DSE assessment	Generous family friendly policies

Equal opportunities

GambleAware is committed to equality, diversity, and inclusion – with an EDI group at the core of the charity that is committed to driving real change throughout the organisation. Our aim is to ensure that our staff, partners, stakeholders, and those we commission – at all levels – are committed to driving change for a more equitable society promoting zero tolerance towards inequality, exclusion, racism and all forms of discriminations through the organisation and our partners.

GambleAware will be conducting quarterly staff surveys to allow for an open, honest, and confidential way for staff to feedback and share their observations of the charity and make suggestions for improved ways of working going forward.

Career development

At GambleAware, we pride ourselves on offering a work environment that encourage professional growth. We have a competency framework in place that sets out the skills, knowledge and behaviours that lead to successful performance. The framework is used as a basis for determining what employees need to achieve and how they can work to achieve this.

The framework is designed to empower staff to take control of their career and we deliver on this by offering regular internal and skills-based training opportunities for all employees, at any level. There are also opportunities for coaching across the team and with junior colleagues and we also provide an internal mentoring framework for all staff.

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GambleAware is the independent charity (Charity No. England & Wales 1093910, Scotland SC049433) and strategic commissioner of gambling harm education, prevention and treatment across Great Britain to keep people safe from gambling harms.

For further information please contact info@gambleaware.org