

Director of Research



<p>Location</p> <ul style="list-style-type: none">→ London-based.→ Common Wealth's office is in Hackney. We have a flexible working policy although attendance at the office is expected 40 per cent of the time for London-based employees.	<p>Salary</p> <ul style="list-style-type: none">→ £73,545 rising to £80,582 in automatic increments.→ Leadership salaries sit outside our collective bargaining agreement and staff pay policy, but follow transparent, published pay bands, changes to which are subject to approval by our Advisory Board.
<p>Contract type</p> <ul style="list-style-type: none">→ Permanent.	<p>Hours</p> <ul style="list-style-type: none">→ Full-time (34 hours per week).→ Common Wealth operates a nine-day fortnight working pattern.→ 38 hours over five days in one week and 30 hours over four days in the following week, on an alternating fortnightly cycle.
<p>Responsible to</p> <ul style="list-style-type: none">→ Director. <p>Start date</p> <ul style="list-style-type: none">→ As soon as feasible following appointment. <p>Right to work</p> <ul style="list-style-type: none">→ This position requires the right to work in the UK.	<p>Benefits</p> <ul style="list-style-type: none">→ Flexible working hours. We also accommodate caring responsibilities. Please enquire about our carers' policy.→ 34 days of annual leave (inclusive of public and bank holidays).→ Eight per cent employer pension contribution.→ Employer-funded healthcare cash plan.→ Parental leave significantly above statutory.→ Group life assurance at 3x salary.→ In London, our office building provides: free lunch once a week, free weekly exercise classes, free yoga classes, and free tea and coffee.

About Common Wealth

Common Wealth is a think tank focused on securing a democratic and sustainable future. From the inequalities of the asset economy to structural solutions to the climate crisis, our work is systemic in focus and ambitious in orientation.

Summary

The Director of Research will lead a cutting-edge research agenda and programmes, delivering Common Wealth's organisational strategy and positioning as well as working with the team to land impactful interventions. They will be responsible for delivering high quality and innovative research, demonstrable impact on policy, and thought leadership through the development and articulation of Common Wealth's arguments and agenda to diverse and influential audiences. They will provide technical expertise and the development and stewardship of a robust external network of collaborators, policymakers and commentators. This is a senior leadership role, combining strategic direction of Common Wealth's research with shared responsibility for leading the organisation as a whole.

The Director of Research will oversee research outputs, providing feedback and direction to ensure delivery, impact and outcomes. The role holder will join the Leadership Team (LT), currently comprised of the Director and Deputy Director. As a member of the LT, they will share responsibility for setting Common Wealth's overall direction and strategy, supporting fundraising across all areas of our work (with a focus on research programmes) and engaging with the Advisory Board, Employee Board and Board of Directors. The role holder will also assume the line management of the research team. In consultation with the team and external partners, the Director of Research will shape the ideas and focus of the organisation based on an excellent understanding of research, policy, political context, and the importance of accessible outputs and mass political education and engagement.

As with all roles at Common Wealth, this position involves working collaboratively and flexibly within a medium-sized team, and you may be asked to contribute across projects or areas beyond your core responsibilities.

Key Responsibilities

Research and policy direction

- Develop and ensure the successful delivery of organisational research strategy to maximise impact, sharpen our specialisation and contribution to both analysis and policy, deliver meaningful public policy change and contribute to economic systems change through rigorous, evidence-based research.
- Lead the research team, ensuring timely delivery of impactful work, quality assurance of research and analysis, balanced workloads and career development.

- Oversee qualitative and quantitative research projects and programmes, ensuring quality and innovation in outputs.
- Lead on macroeconomic research and analysis, providing intellectual leadership of our macro arguments, acting as a prominent voice in the wider new economy field and ensuring all outputs in this area are of high quality and delivered with maximum impact.
- Deepening the argument about the relationship between how the ownership of essential sectors shapes outcomes, and developing a compelling and rigorous case for change.
- Ensure Common Wealth's research remains at the intersection of leading academic research and real-world policy development, while also building public support for our core arguments to a broad range of audiences by working closely with the production team to develop clear, creative and accessible outputs.

Leadership

- As a member of the Leadership Team, sharing responsibility for setting the overall direction, strategy and priorities of the organisation, and for its long-term development and sustainability.
- Contributing to organisation-wide decision-making beyond the research function, including on organisational development, culture and resourcing.
- Line managing the research team (currently five researchers and analysts, looking to grow to nine) by providing support and guidance, setting out work plans and tracking scheduling.
- Overseeing the development of new methods and formats of CW output to reach new audiences.
- Together with the rest of the LT, prepare for Common Wealth's biannual advisory board meetings and engagement, provide meaningful engagement with the staff team as part of their trade union, as well as the staff employee board.
- Working with the production team to ensure organisational alignment and cooperation on research projects and programmes.

Fundraising

- As part of the LT, share responsibility for fundraising across areas of Common Wealth's work ensuring that the organisation's operations are well funded and that fundraising aligns with the organisational strategy, pro-actively engaging with potential funders, delivering high-quality funding proposals that offer insightful, timely and unique research, and stewarding relationships with funders and funder reporting.
- With the LT, oversee the allocation of resources across the organisation, identify and proactively seek to remedy gaps in funding and capacity.

External engagement

- Represent Common Wealth to a wide range of audiences, including public speaking, writing for external publications, panels and media appearances.

- Key role in the dissemination and advocacy of Common Wealth's research across policy, political, academic and movement audiences.
- Working with stakeholders like trade unions, climate and environmental justice organisations and movements, and think tanks to ensure Common Wealth's research is embedded in and effectively contributing to the wider new economy movement.

Person specification

Essential

- A postgraduate degree or equivalent level qualification in a subject with knowledge and skills applicable and transferable to economic analysis, or equivalent training and work experience.
- Detailed knowledge of at least one of Common Wealth's core research areas alongside strong macroeconomic capability.
- Expertise in how ownership shapes incentives and outcomes in essential sectors like energy, housing, transport, or water.
- Experience in designing and managing successful economic research projects and programmes.
- A proven ability to design bold, implementable policy that generates impact with policymakers or wider stakeholders.
- Strong competency and proven track record in quantitative research design and methods.
- The ability and appetite to operate as a senior organisational leader, including playing a proactive role in the leadership team, sharing responsibility for setting and delivering Common Wealth's overall goals and strategy, and contributing to high-level decisions beyond the research function.
- Excellent verbal and written communication skills and the ability to present confidently to diverse and high-level audiences.
- Competency in fundraising and a sound understanding of the funding landscape in Common Wealth's areas of activity, ideally with an existing network of relationships and proof of successful fundraising experience.
- Experience of line managing multiple team members simultaneously.
- The ability to work collaboratively within a team and play an active role in shaping a healthy working culture and upholding Common Wealth's shared values and ethos.
- Excellent and demonstrable organisational skills.
- A strong understanding of, and commitment to, fairness at work.

Desirable

- High-level leadership experience, such as having been a member of a senior leadership team at another organisation.
- Experience with radio and TV appearances.
- Experience within working within or with privatised utilities, regulators, or government to design policy.

To apply

Please send your CV (no more than two pages) and a brief cover letter outlining how your skills and experience align with the position (no more than one page) to jobs@common-wealth.org by 10:00am GMT on Monday 9th November 2026.

Candidates must be available for online interviews on 17th & 19th November 2026.

As part of our recruitment policy, we anonymise all applications when undertaking shortlisting. We would be very grateful if you could please submit your CV and cover letter with **any identifying characteristics removed** (name, email address, DOB, etc.) as this will enable us to shortlist applications more efficiently.

We are particularly keen to receive applications from people in groups underrepresented in our sector.

Please note that we cannot sponsor visas, therefore we can only accept applications from candidates who already have right to work in the UK or are able to obtain this independently.

If you have any questions about the role, please feel free to contact us at jobs@common-wealth.org