We are hiring. Please read through this applicant pack thoroughly before submitting your application to join our team.

MONEY AND MENTAL HEALTH POLICY INSTITUTE

Senior Research Officer Applicant Pack

In 2016 Martin Lewis CBE set up the charity to create a world in which the vicious cycle of money and mental health problems is broken.

Money and Mental Health want everyone to have an equal chance of financial security, regardless of our mental health; and a world in which everyone's mental health can flourish, regardless of their financial circumstances.



We're hiring a Senior Research Officer to join the Money and Mental Health Policy Institute team. Applications close on 9 November 2026 at 9am.

A message from our Chief Executive

Dear candidate,

The work we do here at Money and Mental Health leads to real change, which can make a huge difference for people with mental health problems.

People with mental health problems are three and a half times as likely to be in problem debt: we're here to change that. Our Research and Policy team are a key part of how we achieve that change.

They carry out research on the links between money and mental health problems and develop practical policy ideas and solutions. At the heart of that research, and everything we do, is our Research Community – a group of 5,000 people with lived experience of mental health problems who inform our research, policy ideas and campaigns.

We are currently looking for a Senior Research Officer to join our outstanding Research and Policy Team. The successful candidate will play a vital part in producing top-quality research and practical, transformative recommendations.

Our roles don't require a degree or any particular qualifications. The most important qualities we want to see in applicants are:

- Excellent qualitative and quantitative research skills
- Excellent written skills
- Strong interpersonal skills, and the ability to work as part of team
- Passion for the cause and a drive to improve the lives of people with mental health problems

We are working hard to create an organisation where Equity, Diversity, and Inclusion are baked into our culture. We welcome applications from everyone, regardless of age, gender, race, class, sexuality, disability or any other characteristic.

What's important isn't your level of education or the opportunities you've had - it's about you and how you seize the opportunities ahead of you. We look forward to reading your applications.

Best wishes,

Helen Undy



What it's like to work here

Our office is based in east London and we operate a hybrid work model, with the majority of our team working in the office two days a week.

The wellbeing of our staff is the most important thing to us, and we have a flexible work culture, allowing employees to be flexible with their hours and location.

In our 2026 staff survey, 100% of staff said that Money and Mental Health is committed to doing quality work, has a supportive team culture and that they have a good working relationship with their colleagues.

We have staff working across six main functions:

- Research & Policy
- External Affairs
- Finance & Operations
- Strategic Partnerships, which includes our Mental Health Accessible programme
- Fundraising
- and our Action Lab programme.

We are still relatively small with a team of just over 25, but as an organisation we punch above our weight and have a significant impact.

Across those teams, we're all passionate about putting the voice of lived experience at the heart of everything we do. We welcome staff and board members who have lived experiences of mental health problems or financial difficulty.



Our values as an employer

We're proud of the environment we've already developed, with a high proportion of our team with personal experience of mental health problems. And we're committed to employees' professional growth and development.

At Money and Mental Health, our work is guided by our values, which shape how we research, collaborate, and create impact. We:

- Centre lived experience to ensure our work is meaningful and grounded.
- Act with integrity and hold ourselves to the highest standards of accountability.
- Strive for impact through research that informs real-world change.
- Remain determined and compassionate, even in the face of complex challenges.
- Work through collaboration, always taking a team-first approach to achieve more together.

We are committed to improving employment opportunities in the charity sector for people from underrepresented communities and are particularly keen to receive applications from people from minoritised ethnic groups. We've developed a new Equality, Diversity, Inclusion Strategy and are continually working to become a more inclusive workplace.



Job description

We're looking for a creative, insightful and passionate person to join our high performing Research and Policy team as a Senior Research Officer.

The successful candidate will drive forward research projects, using their skills in quantitative and qualitative research, as well as project and stakeholder management to produce compelling findings, recommendations and high-quality written publications. This will include working with our Mental Health Accessible team to deliver insights directly to essential services providers.

They will also develop their personal profile as a subject matter expert, presenting our research to external policy makers and working with our External Affairs team to maintain and grow our influential networks across government industry and media.

A key part of the role will also be line managing one of our Research Officers, with responsibility for setting their objectives and supporting their development.

We are looking for someone with demonstrable relevant experience, but it does not have to have been gained in the charity or policy sector. If you have a different background, but think you could excel in the role, we encourage you to consider applying!



Key tasks in the role

Research and Policy

- Develop and maintain knowledge of policy relating to our work, especially in relation to Employment and Welfare policy
- Work collaboratively with colleagues on multi-disciplinary research projects, including working concurrently on multiple projects
- Support the Mental Health Accessible team by undertaking specialist research activities on a project by project basis
- Lead on designing, organising, and conducting mixed-methods research projects end to end
- Draft and edit a wide range of written outputs
- Represent Money and Mental Health externally
- Support day-to-day management of the Research Community
- Contribute to the development of Research and Policy Team plans
- Organise, contribute to and lead team discussions on policy

Organisational

- Line manage one Research Officer
- Help with the development of new funding proposals
- Work closely with the External Affairs team on the development of advocacy and outreach materials to promote research results
- Help monitor and analyse the political and policy environment to identify opportunities for impact
- Contribute to the organisation's growth and planning



Key details

Annual gross salary: £43,752 full-time equivalent

Location: We welcome applicants from across the UK. We are based in east London, and this post can be London-based, with employees working two days per week in the Money and Mental Health office, or home-based with the requirement to travel to London to work at least two days per month. The salary is the same for both London-based and non-London based employees, who are expected to fund their own travel costs to the office. The office is wheelchair accessible, with accessible lifts, toilets and showers.

Hours: This role is offered on either a full-time (37.5 hours per week) or part-time basis, with a minimum of 30 hours over 4 days a week. The charity has a flexible working policy with core hours of 10am - 3pm and remaining contracted hours distributed throughout the week flexibly. We are open to discussing other flexible arrangements, such as accommodating school runs.

Contract type: Permanent.



Further details

Further details:

- Reporting to: Research and Policy Manager
- Line management responsibilities: One Research Officer
- Holidays: 28 days per year plus bank holidays. This is calculated pro rata for part time employees.
- Pension: Opportunity to be enrolled in the work pension scheme (subject to meeting standard auto-enrollment qualifying criteria). After auto-enrollment the charity will make a monthly contribution to the scheme equivalent to 5.5% of the monthly gross salary you receive, subject to you making a minimum contribution of 2.5% of the monthly gross salary you receive.

Other benefits include:

- Every team member has a personal training budget, with internal training opportunities
- Cycle to Work and season ticket loan schemes
- Enhanced maternity/paternity/parental leave terms: employees eligible for statutory maternity/paternity/shared parental pay receive 90% of earnings for up to 12 weeks.
- Rental deposit loan scheme
- Benenden healthcare package
- Flexible working culture: core working hours 10am–3pm, with flexibility outside these times (agreed with management) to distribute working hours across the week



Skills and qualities

Research and policy skills

- Intellectual curiosity
- Excellent quantitative research skills - including using statistical software packages or languages e.g. Stata, Python
- Excellent qualitative research skills - including running interviews and focus groups
- Ability to think creatively and strategically in relation to policy development.

Written work and influencing

- Excellent ability to construct compelling written narratives
- Good editorial skills and the ability to review and give constructive feedback
- Strong presentation skills and the ability to speak persuasively to different audiences.

Project management and team working

- Excellent organisational skills to meet deadlines reliably and plan work effectively
- Strong collaboration skills or and able to work cooperatively with team members on projects.

Stakeholder management

- Strong networking and interpersonal skills
- Comfortable representing Money and Mental Health externally.

Knowledge

- Good awareness and knowledge about of at least some of the key issues that Money and Mental health researches and campaigns on
- Desirable: Excellent, in depth knowledge about welfare and employment policy



Our inclusive hiring practices

First stage: We are committed to reducing unconscious bias in our recruitment process. To help with that, we use a platform called Applied which allows us to review applications without seeing details such as names and education details.

You will be asked to answer a few questions specifically designed to test the skills we are looking for in the person specification. Your answers will be anonymised (all identifying information will be removed) and randomised; reviewers will score each answer against the skills specified for each question.

You will also be asked to upload your CV as part of the application process, but reviewers will only see your CV if your scores are high enough to be shortlisted.

Interview stage: We will conduct interviews in person wherever possible, and will pay your travel expenses to enable you to attend at our office in Bethnal Green.

If you require any reasonable adjustments to be able to access any part of this process, you can let us know through Applied.

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How to apply

Closing date: 9 November 2026 at 9am

Interviews: Week commencing 16 November at our east London office.

Apply here: https://app.beapplied.com/apply/omal5u88hn

Mindful Employer: We are an equal opportunities employer and Mindful Employer and welcome applications from all, including those with lived experience of a mental health condition and other under-represented groups. We are happy to discuss any reasonable adjustments individuals may require in the recruitment process or once in post.

If you require any reasonable adjustments to be able to access any part of this process, you can let us know through Applied.

Get in touch: If you have any questions about the role please email: daniel.weir@moneyandmentalhealth.org

