

A hand holding a white paper airplane against a blurred background of a city skyline. The hand is wearing an orange wristband. The paper airplane is white with a small blue and yellow logo on its side. The city background is a dense urban landscape with various buildings and a prominent yellow building with a dome in the center.

Job Specification

We're looking for a: **QUANTITATIVE RESEARCH EXECUTIVE**

01 What we do

We are a strategic quantitative research agency that specialises in delivering elegantly clear, technically brilliant consulting. Born of a frustration with how quantitative research was delivered, our mission is to ensure that research inspires foresight and enables our clients to address their commercial challenges.

02 Our culture

People are at the heart of what we do. We were founded with the aim of being a great place to work for all and we have a fantastic team of talented individuals supporting us. Whatever your role at the numbers lab at Firefish, we encourage you to keep exploring new ideas and to think about different ways of solving problems, to get fresh results.

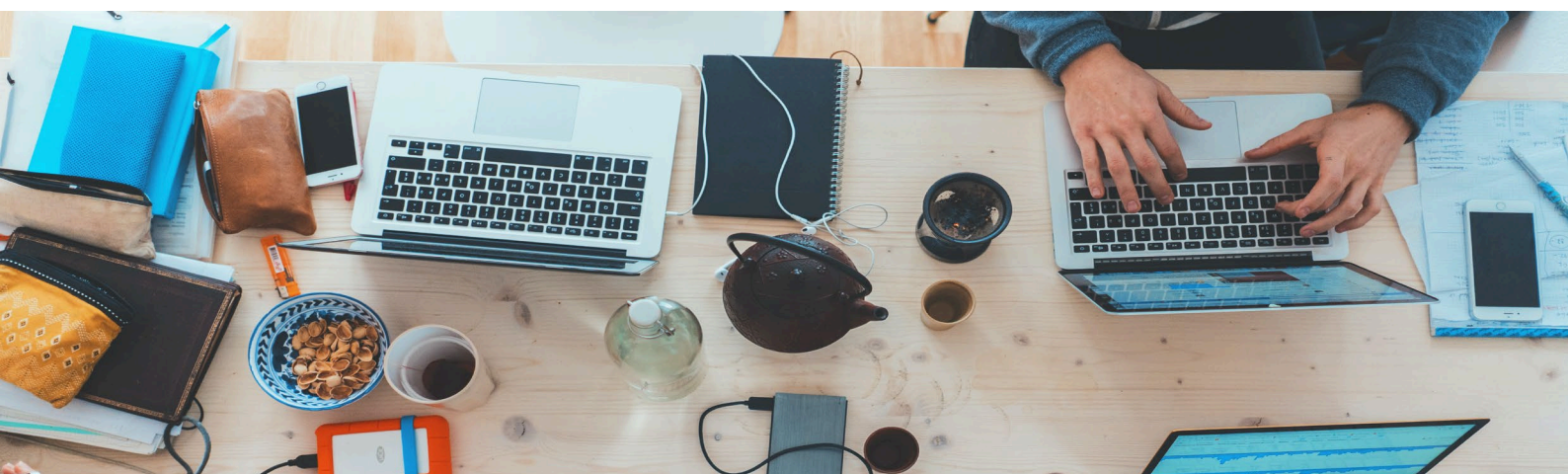
03 Wellbeing

We are a community who look after and out for each other and looking after our mental health is as much a priority as looking after our physical health. As well as providing health care benefits to everyone in the company and access to an employee assistance programme and trained mental health first aiders, we are also signatories of the Mindful Business Charter, a framework for reducing unnecessary stress. We promise a philosophy that promotes balance and wellbeing over long hours and burnout and we seek to support everyone to work in a style that suits them best. We won't pressure you to take on too much, and we encourage and work with everyone to ensure that workloads stay manageable.

04 Belonging

It is important to us that our research and our workforce embraces the views and voices of people from diverse backgrounds and communities. We want everyone across our Group to feel they can come to work feeling valued and can thrive in their roles. Our Diversity and Inclusion Action Plan accelerates our ambition to becoming an inclusive employer.

As an Equal Opportunities Employer, we welcome applications from individuals regardless of age, gender, ethnicity, disability, sexual orientation, gender identity, socio-economic background, religion and/or belief. Our offices are accessible, and we can make required adjustments to suit individual needs. We want to know how we can make this the best experience that it can possibly be from the moment we meet you!



05 Our social impact

We believe in making changes in our world for the better. For many years now we have been developing our long-term commitment to reducing our environmental impact. We have formed a dedicated employee Green Team who focus on embedding green practices within our business and we have been certificate holders of Environmental Management ISO 140001:2015 since 2009. We have committed to the MRS net zero pledge and have made a change to our default pension investments into green investment funds. We want to continually develop our social impact and we do this by allowing our employees dedicated time off to contribute and give back to a social cause that is important to them, and by developing our relationships with local charity and community partners.

06 Growth & Development

Nothing makes us happier than helping people grow and develop. We actively encourage – and support - everyone to take on development opportunities, grow within your role and gain promotion when you are ready. We guide a process of continual feedback from managers and encourage everyone to build their confidence in their roles, feeling supported in their own career growth. Our range of specialisms within Firefish Group means that there are lots of opportunities to explore & develop new skills and potential to nurture a long-term career here too.

07 How we connect & have fun

We have always believed that the Firefish Group (and work in general) should be a place where people can meet new people, find friendships and inspiration, support and learning. In a world of hybrid working, we look for ways in which we can come together across our Group, collaborate and have some fun – in person as well as virtual! We have various ways in which we connect our people across the company, from virtual meet ups and curious coffees, to intimate 'Fish Suppers' or wider social gatherings. You will find yourself coming together with a load of welcoming, warm and truly fascinating people



What is the role about?

At the numbers lab, we want to rewrite the rules about quantitative research. We're passionate about quant being more than just numbers, and to us, it's about helping our clients make decisions based on true human understanding. We're a people-first, creative, innovative and most importantly, exciting company to work for, so if that sounds good and aligns with you, please read on!

Overall, the role is to support your team in delighting and delivering great work to both existing and new clients. You'll be involved in all aspects of this, from project management, building relationships with providers and clients, story-telling, data analysis and producing great presentations. The work we do here is varied and always different, but you'll often find us talking to clients about taking their advertising and comms in a new, and better direction; making their packaging work the hardest it can to encourage people to purchase; monitoring awareness and health of their brand over time, and helping them craft a core strategy to elevate their market position and growth; and discussing how effective their media was in making a brand campaign get noticed.

Being part of a smaller organisation means you'll have the opportunity to work across lots of different aspects of life in market research and you'll be ready to seize the opportunities that present themselves, and those opportunities could look like:

Crafting and designing great research:

- Working with your team on survey design, being responsible for the quality of what we deliver to our clients
- Brainstorming and helping to design the optimal project to solve our clients' challenges
- Owning the process of receiving high-quality data for great analysis

Smooth and seamless project management:

- Coordinating and managing different element of the project cycle
- Building relationships with different providers and partners that we work with
- Supporting your team by making sure that key milestones are delivered accurately and on time
- Learning and supporting in managing project financials and contributing to profitability and growth

Delivering great stories:

- Interpreting data to answer the 'so what?' behind the numbers
- Creating great and impactful ways to visualise data
- Helping deliver presentations and reports to clients
- Opportunity to participate in integrated research with the wider Firefish Group
- Using social media listening tools to monitor current trends and conversations



This role is for you if you have...

Skills and experience

- A strong academic background, with Math's or Statistics at A-level or university with an exceptional grade – or other proof of strong numeracy and awareness and understanding of statistics and probability
- Experience in working independently with Excel and PowerPoint in a working environment
- Experience in market research preferred, but not essential
- Excellent organisation skills

Personal attributes

- Self-discipline & proactive
- Eager to learn, bold & open-minded
- Positive & Professional attitude
- Genuine curiosity and enthusiasm for learning and doing things differently

Your skills in a nutshell



**Project
Management
Skills**



**Data analysis
skills (Excel,
PowerPoint)**



Communication skills



**Pro-active, clear
thinking and
open minded**



**Collaborative,
supportive
team player**



**Passionate,
enquiring & fun**

What do we offer you?

The opportunity to fast track and transform your career, in an environment that will stimulate and challenge you and which will support you in developing your interests and talents.

We give back as much as you put in, and together look to fulfil our joint potential.

The benefits we offer include:



HOLIDAYS

You will receive 25 days holiday, plus bank holidays and 3 extra days at Christmas



COMPANY CARDS

Company credit card (depending on need in role)



POLICIES

Enhanced Family Friendly Policies: inc maternity, paternity, parental, adoption, IVF & Fertility Treatment



HEALTHCARE

Comprehensive Healthcare Benefits and contribution towards eye tests



WELLBEING

Weekly Pilates & Running Club
Monthly massages
Mental Health First Aiders
Menopause Policy



FISH DAYS

2 Fish Days per year –these are charitable days to give back and do good in your local community



TICKET LOANS

Season ticket loan



SWAPS

Inclusive Bank Holiday policy



FIREFLUNG

Fireflung – our annual team building day



TRAVEL

Cycle to work scheme
Shower facilities
[Climate Perks members](#)



COMPANY PHONE

Company Mobile Phone



SABBATICAL

4 Weeks paid Sabbatical, rewarding commitment and length of service with paid rest and recuperation



REWARDS & RECOGNITION

Monthly Discretionary Spot Bonus scheme
Birthday gift to celebrate your special day (£50)



FOOD

Fish suppers
Teas, coffees & everyday lunch / brekkie essentials
Monthly Cultural & Social breakfasts or lunches

BENEFITS

IN MORE DETAIL



HEALTHCARE BENEFITS

We offer all employees access to a healthcare benefits after successful completion of your probationary period. We offer two different schemes and the type and level you are eligible to receive will be dependent on your level;

Healthcare Cash Plan (Bupa) – enables you to reclaim the costs you incur in respect of routine health issues such as dental, physio & optical costs.

Private Medical Insurance (Vitality) – provides health care insurance across a range of illnesses and treatments. Entrance into the scheme will be confirmed by our benefits advisor.



PENSION

We have a contributory scheme for our pension, known as The Firefish Group Personal Pension Scheme. The scheme is with Royal London and is managed by our employee benefits adviser. The scheme is compliant with the automatic enrolment legislation.

The company offers a 4.5% matched contribution into your pension. You are able to increase your own personal contribution amounts if you would like to.

In 2022 we moved our default pension investment fund to a greener responsible investment fund, helping us to align our workplace pension investments with our sustainability targets.