Review of FSA Social Science: Annex 4B GSR Technical Framework

Research Officers (N=3)

Research Officers: Technical Skills	Some ability	No ability
Working knowledge of a range of research methods and an awareness of new innovative methods, including within the data science field.	1/3	-
Carries out analytical tasks under direction.	1/3	-
Prepares accurate statistics.	-	1/3
Designs small scale and less complex research projects for either in-house or commissioned projects; understands how to get things done in the Civil Service	1/3	-
Helps line manager identify areas for new research.	1/3	-
Makes use of different sources of information and carries out basic analysis of key data sets by producing frequencies and cross tabulations; interprets the key findings from this.	1/3	-
Working knowledge of relevant data analysis packages, particularly SPSS and Excel, and qualitative packages. Packages to be determined by the particular role and job content	-	2/3
Introductory level knowledge of data science techniques	-	2/3
Accurately interprets data (verbal & numerical) and research papers, for example, makes an accurate interpretation of the key findings from a literature search	1/3	-
Aware of key departmental procurement procedures	1/3	-

Research Officers: Technical Skills	Some ability	No ability
Working knowledge of legal requirements surrounding research, particularly data protection and the Freedom of Information Act; knows when to seek further support.	1/3	-
Uses logic to evaluate new ideas and alternatives, for example, critically assesses new hypotheses or new methodologies	1/3	-
Has knowledge of quality assurance methodologies required for analytical work and understands the context and relevance of quality assurance products, such as the Aqua Book.	-	2/3
Persuades others to support the research process, for example, industry bodies to release necessary information or policy customers of the value of social research	-	2/3
Uses the GSR network to increase awareness of cross cutting research possibilities	1/3	-
Commit time to learning and sharing knowledge with others around approaches to research	1/3	-

Senior Research Officers (N=3)

Senior Research Officers: Technical Skills	Some ability	No ability
Uses a range of analytical techniques to carry out in-house analysis & briefing work.	2/6	-
Up-to-date knowledge of methodological developments including the role of innovative methodologies; applies these methods when and where appropriate; makes use of appropriate new developments from other analytical professions and outside the Civil Service where relevant.	2/6	-
Incorporates the latest techniques into their work where appropriate, and champions innovation and embraces new ways of working.	1/6	-

Senior Research Officers: Technical Skills	Some ability	No ability
Draws upon a track record of designing medium sized or more complex projects to translate a policy question into a viable research specification or in-house project.	1/6	-
Clarifies and agrees research objectives and translates broad projects aims into researchable questions, for example, turns policy requirements into well designed research specifications.	1/6	-
Accurately identifies where there are gaps in the evidence base and makes sound recommendations for how this can be managed	1/6	-
Weighs up competing sources of data and identifies a clear line to take	1/6	-
Understands the basics of research planning, including bidding timetables, thinking ahead and liaising with policy divisions.	1/6	-
Overall an ability to manage independently the entire procurement process for all but the most complex projects, including budgetary requirements.	1/6	-
Liaises successfully with ethics committees, and other monitoring/ compliance committees, for particular projects.	1/6	-
Able to stimulate interest in social research and its applications; persuades others such as senior civil servants of the value of social research to the policy process.	1/6	-
Contributes effectively to research steering groups and advisory boards.	1/6	-
Demonstrates sufficient technical 'authority' by taking the lead in recommending solutions to fill strategic gap.	2/6	-
Conducts a risk analysis of an evidence base to ensure advice is sound, for example, understands the trade-offs in balancing quality and timing of - project delivery.	1/6	-

Principal Research Officers (N=3)

Principal Research Officers: Technical Skills	Some ability	No ability
Promotes multi-disciplinary working; understands what other analysts can contribute (for example, economists, statisticians) and how their own (& own team's) work fits in	1/6	-
Shapes customers' expectations and needs by educating them about what social research can achieve	1/6	-
Is an enthusiastic advocate of social research; can sell an idea or argument	1/6	-
Raises the level of debate by encouraging greater co-operation and communication between researchers across the department and further afield; provides links between academic and GSR colleagues.	1/6	-
Encourages, coaches and supports others to adopt the latest social research methods and data science techniques into their work	2/6	-
Uses the GSR network effectively to actively pursue options for cross cutting research	3/6	1/6
Takes considered risks and assesses and manages the risks; is not deterred by incomplete or inconclusive data.	1/6	-
Takes the lead on a number of 'technical' matters within the wider GSR/ analytical community, for example, this could be methodological or evidence base.	1/6	-
Takes the lead on a number of 'technical' matters within the wider GSR/ analytical community, for example, this could be methodological or evidence base.	4/6	-
Is proactive in keeping abreast of new methodological and technical developments, how they might be used within department in different policy contexts	1/6	-