



## HEAD OF RESEARCH, POLICY AND INSIGHTS

**Job Title:** Head of Research, Policy and Insights, full time

**Reports to:** Director, OKRE

**Location:** London, Euston or hybrid 3 days per week in the office, 2 per week remote)

**Salary:** £55,000

**Contract:** 24-month Fixed Term Contract

### Who We Are:

*OKRE (Opening Knowledge Across Research & Entertainment) is a charity operating as a catalyst for impactful storytelling. We support the creation of popular entertainment which challenges perceptions, breaks down complex social issues and helps to make a positive impact on culture, attitudes, beliefs and behaviours. OKRE operates as a centre of excellence for organisations seeking to understand and engage with the entertainment industries; we cultivate thought leadership, surface best practices and foster valuable connections across sectors. Our unique position at the intersection of the entertainment industries, academic research, lived experience and the charity sector enables us to work with commissioners and producers to develop compelling entertainment that appeals to their audiences while increasing their understanding of the world.*

OKRE has a small team with a wide remit. We are a start-up organisation with ambitious growth plans, and a new senior leadership team now in place to deliver them.

OKRE is a spin out charity from Wellcome, building on its award-winning work across broadcast, games and film.

### Role Purpose

The Head of Research, Policy and Insights will join the Senior Leadership Team (SLT) alongside the Head of Operations, Head of Programmes and Engagement and Head of Marketing and Communications. This role is pivotal in guiding OKRE's strategic direction, leveraging research to inform programme and policy development, and advocacy efforts.

You will lead the expansion and application of OKRE's distinctive research activities (see [Playing with Videogame Culture](#), and [Entertainment Industries Taskforce](#)), developing and delivering an ambitious programme of work that helps transform understanding of entertainment media, its impacts, and the ways different communities work with it.

A key focus will be development of an “Entertainment Impact Index”, a key recommendation from OKRE’s report ‘[Delivering social impact in entertainment content – priorities, approaches & challenges.](#)’ This new framework will complement existing impact measurements, supporting cross-sector collaboration and shared learning.

Engaging with trends in entertainment, including technological developments such as AI and machine learning, and approaches to charity and social impact, your role will involve identifying challenges and opportunities. You’ll develop strategies to measure and assess the impact of OKRE’s work, ensuring data informs both annual planning and growth opportunities.

## **Key Responsibilities:**

### **Leadership and Strategy**

- Work with fellow SLT members to develop and implement organisational strategies that embed a research and insights-led culture within the charity.
- Craft and execute strategies for OKRE’s research and policy work, broadening the organisation’s reach and impact.
- Lead OKRE’s work with research consultants and work with other senior team members to develop and support colleagues across our staff and associate team working on insights and policy activities.
- Keep abreast of developments in entertainment and media (including tv, film, video games, creator content) as well as social impact, behaviour change and narrative change sectors, to support the dissemination and use of that knowledge across the organisation and beyond.

### **Programme design and delivery**

- Lead on the development and delivery of a high impact programme of research and policy projects, spearheading major initiatives, such as the Entertainment Impact Index, and running regular convenings with key industry figures to develop actionable tools.
- Manage research materials, ensure regulatory compliance, and provide quality assurance on research, data and insight-related work in service of the charity’s goals and objectives.
- Provide insights to the wider OKRE team on key sector trends and opportunities relevant to programmes such as the OKRE Summit and OKRE Fund.

- Evolve evaluation strategies and provide practical support to team members to assess OKRE's work, understanding what difference the charity has made, and synthesise learning to inform future activity.

### **Communication and Impact:**

- Commission research through internal panels or external agencies and produce tailored briefings and reports.
- Turn research findings into sharp insights, impactful policy narratives, guides, tools, and training resources for the sectors we work with.
- Represent the organisation at industry events, advocating on policy matters and advancing the organisation's thought leadership.

### **Stakeholder Management**

- Seek out, build and maintain strong relationships with key organisations, funders and partners working in entertainment, charity, research and policy fields.
- Be a passionate advocate for and support the whole team to adopt an insights and evidence-based approach to their work.
- Define and advance a clear learning agenda based on the needs of key stakeholders in the business.

### **Skills & Experience**

- Proven experience in strategic planning and delivery within research and policy environments.
- Demonstrable success in identifying emerging policy opportunities and applying research-led approaches to boosting organisational influence.
- Senior level experience managing research and policy portfolios, with budget accountability in commercial or charity sectors.
- Expertise in deploying quantitative and qualitative research methodologies, tools, with a track record in informed policy advocacy.
- Proven ability to translate complex data into actionable insights for a range of stakeholders.
- Excellent written and verbal communication.

### **Ideally you will be:**

- Resourceful with ability to think laterally to problem solve, tracking and reviewing progress to adjust accordingly.
- Happy to take ownership of projects, managing your own time while communicating clearly with others where deliverables are interdependent.
- Passionate about entertainment and its potential to shift perceptions.
- Confident with putting forward ideas, asking for and responding to feedback and coming up with actionable plans to make things happen.
- Able to establish rapport and build positive working relationships with a variety of people.
- Delivery focused with excellent attention to detail.
- Enjoys a fast-paced and evolving environment [complex/start up]
- Excited about hybrid working as part of a small but growing team, where you can play a positive part in shaping the organisation's work and its working culture.

If you believe you have the skills and passion to succeed, we encourage you to apply. We are eager to hear from individuals who are enthusiastic about learning and growing with us.

#### **What you will receive on top of your salary:**

Optional enrolment into OKRE's workplace pension scheme.

Free access to Wellcome's onsite Nuffield Gym.

Access to Employee Assistance Programme.

Access to a varied menu of hot and cold food options at Wellcome's staff food outlets, at prices substantially lower than Central London averages.

Great views over the city from our 6<sup>th</sup> floor central London office opposite Euston station. We are based in the building that houses the Wellcome Collection, a museum and library connecting science, medicine, life and art.

#### **How to apply for this role:**

To apply please send a CV and cover letter. Together, these should clearly set out how you meet the skills and experience required and why you are applying for this role at OKRE. Candidates will be shortlisted for interview on this basis. Please send them to [officemanager@okre.org](mailto:officemanager@okre.org) by **Monday 9<sup>th</sup> June**

## **Diversity and Inclusion**

Diversity and inclusion are at the heart of everything we do and we actively encourage applications from those at different life stages.

We are committed to creating an environment where all employees, workers and job applicants can thrive.

We work to make our recruitment processes as inclusive as possible. If you would like us to make adjustments during the application process, please contact us by emailing [officemanager@okre.org](mailto:officemanager@okre.org) with the subject line 'Application Process'.

We expect our team to treat others on their merits and challenge any form of direct or indirect discrimination, victimisation, or sexual, racial or any other type of harassment.

## **Feedback & process**

We receive a high volume of applications to our open positions and consequently can't provide feedback to every application. We will confirm receipt of your application via email.

We will invite shortlisted applicants to online interviews on 16<sup>th</sup> or 17<sup>th</sup> June.

Final interviews will be held in person at our central London office on 24<sup>th</sup> or 26<sup>th</sup> June.

All candidates selected for interviews will receive feedback if requested.