THE LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE

Job Description

This form summarises the purpose of the job and lists its key tasks. It is not a definitive list of all the tasks to be undertaken as those can be varied from time to time at the discretion of the School, in consultation with the postholder.

Job title: Research Fellow (Econometrics and Validation)

Department: The Inclusion Initiative, Department of Psychological & Behavioural Science
Accountable to: Director, The Inclusion Initiative (TII)

Job Summary

The appointee will lead the quantitative validation of the Growth and Governance (G&G) Hub's measure of how listed companies report on diversity, and will write up that work for publication. The G&G Hub, based at The Inclusion Initiative, has built an independent, expert-calibrated measure drawn from the full text of every annual report published by companies in scope over a seven-year period. The first reports to be published concern race and ethnicity. This will be followed by reports on inclusion.

The postholder will establish the relationship between the measure and key firm-level variables, including financial performance and workforce diversity, using the panel structure of the corpus. They will also support the retrieval and preparation of the underlying data, and will contribute to peer reviewed papers that both validate and improve the dataset, co-authored with the Director of The Inclusion Initiative, Dr Grace Lordan.

Duties and Responsibilities

Range of Research Activities and Responsibilities

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- Conducting research projects or programmes either independently or in a team.
- Demonstrating the ability to analyse and research complex ideas, concepts or theories and applying appropriate methodologies.
- Retrieving model-generated scores and passage-level outputs from the analysis pipeline and preparing them for analysis.
- Assembling and linking firm-level data from external sources, including financial performance, workforce composition and diversity, pay gap reporting, employee count and governance characteristics.
- Designing and conducting the econometric analysis that establishes the relationship between the Hub's measures and these firm-level variables, using panel methods appropriate to a multi-year corpus and addressing measurement error, selection and identification.
- Testing the construct validity, robustness and stability of the measure and its components, including sensitivity to the weighting and standardisation choices used to construct the score, and proposing improvements.
- Designing approaches to approve on the index.

- Data entry when needed.
- Designing and conducting numerical work with both simulated and real data.
- Writing up research for publication in a variety of modes including peer reviewed journals, with a particular focus on papers that validate and improve the dataset.
- Contributing to the published methodology documentation so that the measure is open to external scrutiny by researchers, journalists and advocates.
- Supplying validated results and technical input to the Research Fellow (Reporting and Impact) for use in company reports and stakeholder briefings.
- Contributing to the formulation of peer reviewed research grant proposals.
- Initiating and sustaining links with external bodies to foster collaboration.
- Presenting research papers at conferences.
- Organising conferences, seminars and workshops.
- Contributing creative solutions to research challenges.

Activities relating to administration and management and/or School service may include:

- Playing a constructive role in the life of the Centre/Institute/Department.
- Initiating and maintaining research exchanges with PhD students in the Department.
- All of the above subject to the contractual obligations imposed by the external funding agency and with the agreement of the grant-holder, Principal Investigator and/or Head of Centre.

Flexibility
To deliver services effectively, a degree of flexibility may be required in the duties performed in order to meet the exigencies of service. Job roles may also naturally develop over time and ongoing substantial changes to a role will be discussed between line managers and their staff, with job descriptions updated as and when appropriate.

Free Speech
The Code of Practice on Free Speech outlines the responsibilities of LSE to protect and promote freedom of speech and academic freedom within the law for students, faculty, staff, and visiting speakers. It applies to all activities on LSE premises and those conducted in the name of the School or LSE Students' Union at any location. The Code confirms that LSE does not take formal positions on political or international issues but provides a platform for critical debate within the law, taking account of the various legislative requirements and the context provided by policies and procedures. Procedures are set out in the Code on how events must be arranged and conducted.

Equity, Diversity and Inclusion (EDI)
LSE is committed to building a diverse, equitable and inclusive university. All staff are expected to contribute to a working, teaching and research environment in which people are treated with dignity and respect, and to comply with LSE's duties to prevent unlawful discrimination, harassment and victimisation on the grounds protected by the Equality Act 2010. LSE is also committed to advancing equality of opportunity in relation to social and economic background. These expectations do not require staff or applicants to endorse any particular political, philosophical or contested viewpoint, and are subject to LSE's statutory duties and commitment to protect freedom of speech and academic freedom within the law, which includes the right of academic staff to question and test received wisdom, and to put forward unpopular or controversial opinions.

Ethics Code
Posts (and post holders) are assumed to have a responsibility to act in accordance with the School's Ethics Code and to promote the principles and values that the Code enshrines. The Ethics Code clearly states that the whole LSE community, including all staff, students, and governors of LSE, are expected to act in accordance with the principles which are set out in the Code. As such you are required to read and familiarise yourself with it. The School's Effective Behaviours Framework is designed to support this

Code. It sets out examples for the six behaviours that all staff are expected to demonstrate, these can be found on the following link: click here

Environmental Sustainability
The post holder is required to minimise environmental impact in the performance of the role, and actively contribute to the delivery of the LSE Environmental Policy.