

Information pack for Principal Consultant positions – randomised controlled trials

March 2026



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2 Welcome to Cordis Bright

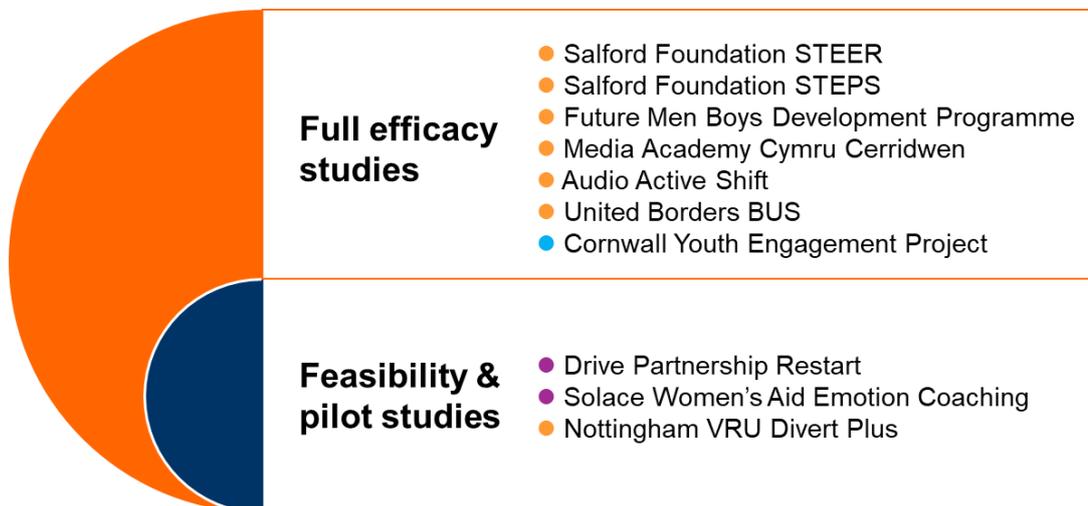
Thank you for your interest in this Principal Consultant role at Cordis Bright.

At Cordis Bright our purpose is simple: we want our work to make a meaningful difference to people's lives.

We are a leading independent research, evaluation and consultancy organisation working with public and voluntary and community sector organisations across criminal justice, children's services, health, social care, employment, domestic abuse, mental health and public health.

Our work focuses on improving outcomes for people who are often vulnerable or at risk. We do this through academically rigorous research, evaluation and consultancy that informs national policy, commissioning decisions and frontline practice. Our team combines strong academic backgrounds with extensive experience of policy, services and delivery, enabling us to produce research that is both methodologically robust and practically useful.

We are leading a growing portfolio of randomised controlled trials (RCTs) alongside a range of other impact evaluation. This includes seven efficacy studies including RCTs, implementation and process evaluation and cost assessment, alongside a number of feasibility and pilot studies. Several further RCTs are also in development. Demand for rigorous causal evaluation continues to grow, particularly from central government and What Works Centres. Further strengthening our leadership in this area is a strategic priority for us.



This is an exciting time to join us as we continue to expand our portfolio of rigorous impact evaluation and strengthen our reputation for delivering high-quality experimental research in complex real-world settings.

We are looking for an exceptional individual with deep expertise in RCTs and quantitative impact evaluation. This is a senior leadership role within the organisation and provides an opportunity to shape and further develop our experimental evaluation offer.

We are seeking an individual who is passionate about driving change through rigorous research and evaluation and who is committed to our mission of:

- **Making a meaningful difference to people’s lives**, particularly for individuals and communities facing disadvantage.
- **Delivering work of exceptional quality** that meets or exceeds the highest academic standards.
- **Working collaboratively** with providers, commissioners and funders, rather than treating evaluation as something that is simply “done to” them.
- **Combining experimental and quasi-experimental methods with other approaches**, ensuring we understand not only whether something works, but why and how – and what our evaluation findings mean for scaling effective interventions and practice.
- **Delivering high-quality evaluations on time and on budget**, while tackling practical barriers that arise in complex service settings.
- **Co-producing research and insight** with people who use services, ensuring lived experience informs both methods and interpretation.
- **Communicating findings clearly and persuasively**, so that evidence has a direct influence on policy and practice.

Our ideal candidate will bring substantial experience of designing and directing impact evaluations, including undertaking and quality assuring advanced statistical analysis. We are particularly interested in candidates with experience of multi-site and cluster trials, applied causal inference methods, statistical analysis plans and power calculations, and analysis of large administrative or linked datasets. Wider strengths in quantitative research, including quasi-experimental designs, advanced statistical modelling, applied econometrics or secondary data analysis, would also be highly valued.

As a Principal Consultant you will direct high-profile research and evaluation projects from inception to delivery, ensuring work is completed to time, budget and the highest standards of methodological rigour and practical insight. You will provide intellectual and statistical leadership across project teams, mentor and develop colleagues, and play a central role in business development and client relationships.

If you are motivated by applying rigorous quantitative methods to complex real-world challenges and by producing evidence that genuinely shapes policy and practice we would be delighted to hear from you.



Dr Stephen Boxford, Director

3 Perspectives from the wider team



Dr Kathryn Lord, Principal Consultant

Before joining Cordis Bright, I worked in academia where my research focused primarily on dementia and improving care and support for people living with the condition and their families. While I valued the depth and rigour of academic research, I was increasingly interested in seeing evidence translated more quickly into policy and practice.

Cordis Bright offered the opportunity to continue applying rigorous research methods, including randomised controlled trials and mixed-methods evaluation, while working more closely with the organisations delivering services and the funders shaping systems of support.

Since joining Cordis Bright, I've had the opportunity to work across a broader range of policy areas. My work now spans evaluations in areas such as health, domestic abuse and serious youth violence, often involving complex multi-site studies and partnerships with local authorities, charities and national funders.

Moving to Cordis Bright hasn't meant losing connections with academia. We still disseminate our work through peer-reviewed publications and conferences, while also producing outputs designed to support policymakers, funders and practitioners. We also regularly collaborate with academic partners on our projects, and I've been able to continue working with colleagues from my academic networks.

I've also appreciated the flexibility to develop areas of interest and shape the focus of my work. The pace is faster than in academia, with more direct decision-making and the ability to move projects forward quickly, while the collaborative culture and flexible ways of working help ensure the work remains both stimulating and sustainable.

As one of seven Principal Consultants, I also value the opportunity to work alongside colleagues with different expertise and experience. It's a very supportive group and we regularly share ideas and support one another across projects.

I'm based in Yorkshire and work remotely most of the time, travelling when needed to meet colleagues, partners and clients. This flexibility has made it possible to balance the role with having a young family while still being fully involved in projects and the wider team.



Dr Natalie Savona, Principal Consultant

At Cordis Bright, I get to apply my experience and skills to a variety of subjects, with smart, committed people, all working towards improving public services. Although I loved working at a university, I find that my job now has more variety, momentum and contact with service delivery/policymaking. Much of our work has the rigour and academic dimensions of university research but without the constraints that can get in the way.

I also enjoy how pacey it is, from designing research to getting commissioned to delivering a project. It's also satisfying to see how our work really does inform policy or delivery of public services.

There's also a very healthy emphasis on work-life balance – I know that if I do receive an email late or at weekends, it's usually from a university colleague. Or spam!

4 The role of Principal Consultants

We are seeking a Principal Consultant who will provide leadership in rigorous quantitative impact evaluation, with a particular focus on randomised controlled trials (RCTs).

4.1 Leadership in impact evaluation

You will:

- Design and direct RCTs, including RCTs of complex interventions including multi-site trials and cluster trials.
- Design and direct other forms impact evaluation, and implementation and process evaluation.
- Develop robust evaluation frameworks, statistical analysis plans and power calculations.
- Undertake and quality assure analysis (including advanced statistical analysis) and outputs.
- Provide methodological oversight across multiple projects, ensuring work meets the highest standards of rigour and credibility.
- Advise clients on appropriate evaluation designs, analytical strategies and interpretation of findings.

4.2 Project direction and team leadership

As a senior leader, you will:

- Direct projects from inception to completion, ensuring delivery to time, budget and quality.
- Lead multidisciplinary project teams, providing intellectual, analytical and managerial oversight.
- Mentor and develop colleagues, strengthening quantitative capability across the organisation.
- Provide constructive and authoritative quality assurance of analytical and written outputs.

Principal Consultants may also undertake line management of Researchers, Consultants and/or Senior Consultants. Line management of Principal Consultants is undertaken by Directors.

4.3 Business development and external profile

You will play an important role in sustaining and growing our portfolio of impact evaluation. This includes:

- Contributing to weekly meetings of Directors and Principal Consultants to agree which opportunities to pursue and shaping our business development strategy.
- Leading and contributing to competitive bids and funding applications.
- Securing research and evaluation commissions.
- Building trusted relationships with commissioners, grant funders and partners.
- Representing Cordis Bright in high-level stakeholder settings.

You will be comfortable combining methodological depth with client-facing leadership, translating complex quantitative findings into clear, actionable insight for senior decision-makers.

4.4 Team members

Our [team](#) is geographically dispersed, and people combine work in the office with work at home and on client sites. In this environment, we work hard to ensure a sense of team. We do this via weekly company meetings, monthly extended company meetings, knowledge exchanges, and awaydays twice a year. Directors and Principal Consultants also meet on a weekly basis to agree business development approaches. We run regular social events, a book club and run club. We have a dedicated forum for colleagues from global majority backgrounds.

5 Diversity & equal opportunities

We are committed to making a proactive contribution to improving diversity and promoting equal opportunities in all aspects of our work. Our actions are guided by our Equality, Diversity and Inclusion (EDI) [Strategy](#) and our Anti-Racism [Strategy](#). We have a dedicated EDI working group driving next steps, plus specific teams focused on inclusion, disability and integrating EDI into project-based work. We also have a network for colleagues from global majority backgrounds. Further information is provided below.

5.1 Diversity of our staff team

We believe it is important – and right – to have a team as diverse as the world around us. This mix of identities, backgrounds and experiences not only enriches our workplace but also sharpens the quality and insights of our work. Here's how we're making sure everyone gets a fair opportunity:

- We're casting our net wider when we post job adverts to attract diverse talent.
- We use a blind shortlisting process to cut down on conscious and unconscious biases.
- We're reviewing job descriptions to zero-in on what really matters for each role.
- We offer flexible and hybrid working options to lower any hurdles to joining us and to make sure that colleagues are able to combine working with us alongside other commitments in their lives, such as childcare.
- We've rolled-out company-wide training on anti-racism and disability inclusion.
- We host a rotating programme of awareness-raising events and observances, for instance 16 Days of Activism Against Gender-Based Violence, LGBTQ+ History Month, Learning Disability Week, and South Asian Heritage Month.
- We try to match projects with our team members' personal interests and lived experiences to keep everyone engaged and growing.

We're on this journey together, continuously working to improve and make our workplace truly inclusive for everyone.

Reasonable adjustments and our Guaranteed Interview Scheme

We are committed to the employment and career development of disabled people.

If you tell us that you have a disability or additional need, we can make reasonable adjustments at interview and, if you join us, to where you work and to your work arrangements.

If you meet the criteria of disability under the Equality Act 2010 (i.e. you have a physical or mental impairment that has a substantial and long-term negative effect on a person's ability to carry out normal day-to-day activities) then you may wish to

consider applying under our Guaranteed Interview Scheme (GIS). This is designed to help ensure that disabled applicants who meet all of our essential criteria are automatically invited to interview.

To be invited to a longlisting interview under this scheme, you must show in your application that you meet all 'essential' criteria. This will be sufficient to progress you to a longlist interview. If you wish to apply under the GIS, please highlight this in the application portal. If you do not wish to apply under the GIS, but would still like us to make reasonable adjustments at interview, then please also let us know via the portal, with details of what those adjustments will be.

A request under the Guaranteed Interview Scheme does not guarantee you a job. Following the recruitment process, the best candidate will be offered the post.

5.2 Minimising barriers to participation and taking co-production approaches

In our projects, we ensure that primary consultation methods are accessible to maximise participation. To help with that, we have developed a [toolkit](#) which is used by the team during project design and delivery.

We have designed and delivered a number of projects in collaboration with people using the services or who have lived experience of the issues in question. Benefits of this approach are: it ensures the project focuses on the issues of most importance to the intended beneficiaries; it helps us design consultation approaches that maximise participation; and it generates extra insight from understanding how people using the services or who have lived experience interpret key data/findings.

We have also trained people with lived experience to be peer researchers, e.g. as community surveyors (helping to boost the reach and completion rate of questionnaires) and as interviewers (undertaking primary interviews with service users alongside a Cordis Bright Researcher). In addition, we have supported groups of people with lived experience to participate in all key stages of research, i.e. research and tool design, conducting fieldwork, drafting analysis, interpreting findings, and presenting results to a range of audiences. We have found positive benefits in terms of boosting numbers and range of people who are willing to participate in consultations; enhancing the depth of the evidence base; and securing improvements in skills, experience and job prospects for peer researchers.

5.3 Considering equality issues in research and analysis

During research and analysis, we aim to remain conscious of our own positionality and how this might affect data we generate or how we interpret data. During analysis and reporting, we ensure that equality, diversity and inclusion issues are actively considered. Finally, we regularly work on projects specifically about equality, human rights and anti-discrimination, e.g. over-representation and disproportionality of minority ethnic children in the youth justice system; variable take-up of mental health services by minority ethnic groups; LGBTQI+ health inequalities; equality and human rights in social care; and equal opportunities, anti-bullying and anti-discrimination across the care and support workforce.

6 Person specification

The table below shows the knowledge, skills and experience that we are looking for in a candidate.

Requirement	Importance
<p>Deep and demonstrable expertise in rigorous causal evaluation including:</p> <ul style="list-style-type: none"> • Substantial experience of leading, designing and implementing randomised controlled trials. • Extensive experience of undertaking advanced statistical analysis for RCTs. • Experience of developing statistical analysis plans, undertaking power/sample size calculations, and advising on robust evaluation design. • Strong applied knowledge of causal inference methods and robust evaluation design. • Experience of quality assuring complex quantitative analysis undertaken by others. • Extensive experience using advanced statistical software (e.g. R, Stata, SPSS or similar). <p>Experience of multi-site trials and cluster trials and working with large administrative or linked datasets would be particularly valuable.</p>	Essential
<p>Project direction and leadership</p> <ul style="list-style-type: none"> • Significant experience of directing complex research or evaluation projects from inception to completion. • Demonstrable ability to deliver projects to time, budget and quality. • Experience of leading multidisciplinary teams and providing intellectual and analytical oversight. • Skilled at providing quality assurance of outputs produced by others in the team and providing constructive feedback. • Experience of guiding and developing colleagues' knowledge, skills and behaviours. • Ability to maintain client confidence while providing thoughtful challenge and independent advice. • Ability to write high quality, authoritative reports which meet the project outcome expectations and generate meaningful insight and challenge for the client. • Able to lead a number of projects simultaneously, maintaining the confidence of the client and colleagues. 	Essential

Requirement	Importance
<p>Business development and external engagement</p> <ul style="list-style-type: none"> • Successful track record of leading or making contributions to successful competitive bids, funding applications or commissioned research proposals.¹ • Experience of securing research and evaluation commissions. • Experience of building and maintaining trusted relationships with clients and stakeholders. • Ability to translate complex findings into clear, authoritative written and verbal outputs for senior audiences. • Ability to scope and shape projects in response to clients’ needs. 	Essential
<p>Wider research and analytical capability</p> <ul style="list-style-type: none"> • Experience of multi-site trials and cluster trials. • Experience of advanced statistical modelling or applied econometrics beyond core RCT analysis. • Experience of working with large administrative or linked datasets, such as the National Pupil Database. • Experience of leading, designing and implementing quasi-experimental designs (QEDs). • Experience of undertaking other forms of impact evaluation. • Experience of undertaking implementation and process evaluations. • Experience of survey design and advanced quantitative data collection methods. • Experience of integrating quantitative and qualitative findings within mixed-methods designs. • Experience of line management. 	Desirable

¹ We recognise that some candidates may not have as much experience in relation to drafting proposals or funding applications or contributing to business development more widely. If this applies to you but you meet all other essential criteria then please consider applying detailing why you think you might have the potential to develop this skill at Cordis Bright.

Requirement	Importance
<p>Sector knowledge and research, evaluation and consultancy skills</p> <ul style="list-style-type: none"> • Substantial experience in one or more of the sectors in which Cordis Bright specialises. • Significant experience within a research, evaluation, consultancy, academic or advisory role. • Experience of solving complex and sensitive problems appropriately. • Excellent organisational skills and ability to lead multiple projects simultaneously. • Significant experience of direct engagement with clients and other stakeholders in the delivery of research and evaluation. Able to challenge client assumptions and recommend alternative approaches. • Clear and evidenced motivation for wanting to join Cordis Bright. 	Essential
<p>Qualitative skills</p> <ul style="list-style-type: none"> • Knowledge and applied experience of different qualitative research approaches, methods, data collection, management and analysis techniques. • Experience of conducting consultations with a range of stakeholders. • Proven experience of leading, conducting and quality assuring analysis of qualitative data using thematic analysis or similar approaches. • Experience of using NVIVO or similar qualitative data analysis packages. • Experience of designing research tools for qualitative data collection. 	Desirable

Please note that you must have the legal right to work in the UK if you are successful at being appointed to Cordis Bright. We cannot sponsor Skilled Worker Visas or similar.

7 Continuing professional development

We are committed to being a learning organisation and recognise that continuing professional development operates at all levels of seniority.

For Principal Consultants, development is not only about building new skills, but also about shaping the organisation's methodological direction and contributing to its strategic growth. We offer:

- **A structured induction period.** This provides an opportunity to introduce you to the team and the wide range of work that is being undertaken across Cordis Bright. It also covers introducing you to our projects, systems and approaches.
- **Supportive and collegiate environment** to enable you to shape and strengthen our portfolio of work and our methodological approaches.
- **A regular programme of Principal Consultant team meetings.** These are opportunities for our team of seven Principal Consultants to come together and discuss their work on projects and support each other's continuing professional development.
- **A strong culture of peer learning.** We run a regular programme of knowledge exchanges where team members contribute to their colleagues' professional development. Recent topics include system approaches, working with peer researchers, and use of artificial intelligence in research projects. Alongside this, we run a programme of project briefings where colleagues share learning from recent projects.
- **Regular training** and refresher courses, for example, on safeguarding children, safeguarding adults at risk, and data protection and information governance.
- **A programme of company-wide learning.** As part of our commitment to being a learning organisation, we run company-wide sessions to share learning and/or engage team members in collaborative problem-solving on organisation-wide topics.
- **Connections with peers in other organisations.** We actively encourage Principal Consultants to attend conferences and other forums. We are expanding our dissemination activities including getting published in academic journals.
- **Regular opportunities to contribute to wider company objectives.** As well as the working groups and task groups on equality, diversity and inclusion, we have also established special interest groups on the environment, artificial intelligence, and randomised controlled trials. We also have a network for staff from global majority backgrounds.

Running alongside this, Principal Consultants have individually-tailored development plans as well as access to formal and informal buddying, mentoring and coaching.

We actively support colleagues to deepen their expertise, expand their sector knowledge and develop their leadership capabilities, ensuring that professional growth aligns with both individual aspirations and organisational priorities.

8 The package

Benefit	Details
Hours	Part-time (from three days per week) or full-time (five days per week). We are committed to helping our staff achieve a healthy work-life balance. As a reflection of this, about a quarter of our team work part-time.
Start date	As soon as possible.
Salary	£55,000 to £75,000 depending on experience.
Profit share	One-third of profits are allocated to the bonus pool and allocated to all staff based on salary. Based on our performance over the last three years this would equate to 4% and 8% of salary.
Holiday	Holiday entitlement is 25 days plus Bank Holidays. The office also closes over the Christmas and New Year period which adds another five days to your holiday entitlement ² .
Pension	Employees may opt-in to the Cordis Bright pension scheme, where Cordis Bright makes a contribution of 5% of gross salary. Employees who opt-in are required to contribute 2% of their salary in order to comply with national requirements in relation to workplace pensions. Employees can choose to pay more into this pension if they wish and employees also have access to a second Stakeholder Pension.
Maternity, paternity, co-parental and adoption leave	Staff who are eligible for statutory maternity, paternity, co-parental or adoption pay also become eligible for an enhanced benefit of an additional four weeks of leave at 100% of pay to be used within one year of the birth of the child (or equivalent).
Employee assistance programme	Staff have access to an employee assistance programme consisting of: (a) mental health support; (b) physiotherapy; (c) life, money and wellbeing support; (d) health and fitness planning; and (e) access to remote GP services (which can be accessed in parallel to your registered GP).
Other benefits	Other benefits include flexible and hybrid working, life assurance, enhanced sickness benefit, access to an independent financial adviser, and employee loan.

² With prior agreement, this time can be allocated to other times of the year especially if you celebrate other religious festivals.

Benefit	Details
Location	<p>We operate hybrid working, combining a mixture of working from home, working from the office and visiting client sites. Our offices are at 23-24 Smithfield Street, London EC1A 9LF. Clients are based across the UK but mainly in England and Wales.</p> <p>Employees vary in the amount of time they spend in the office: some people attend every day, whilst others attend for key meetings (two to four times a month). Visits to client sites vary depending on the project. Some require no in-person fieldwork whilst others will have a period of 2-3 months where in-person visits are required. These are typically day-trips spread over a number of weeks or months.</p> <p>You will have advance notice of any travel. You must have sufficient flexibility to be able to accommodate this way of working.</p>

9 To apply

9.1 You must apply via our recruitment portal

We can only accept applications via our [recruitment portal](#).

9.2 Information requested

As part of our commitment to promoting diversity and equal opportunities we operate a blind candidate screening and shortlisting process. This involves ensuring that the candidate's name and any demographic information that can lead to conscious or unconscious bias are not seen by the shortlisting panel. With this aim in mind, please ensure you closely follow these instructions, otherwise your application may not be reviewed.

The [portal](#) will ask you to:

1. Complete personal information such as your name, email, telephone, any access requirements, and whether you wish to be considered under the Guaranteed Interview Scheme.
2. Upload your CV. This should be no more than three sides of A4 please. It needs to contain a clear timeline of your career to date including periods when you were working, volunteering, studying or when you might have been out of work. Please do not include a photo, your name, home address, age, date of birth, gender, nationality of ethnicity on your CV.
3. Upload responses to four questions. Please remember to keep to the word count.
 - a. What aspects of your previous experience best demonstrate your interest in Cordis Bright's work? (150 words)
 - b. What is your experience of leading, designing and implementing randomised controlled trials? (500 words)
 - c. What is your experience of quality assuring the work of others? (200 words)
 - d. What other relevant work experience would you like us to be aware of? (200 words)
 - e. What is your current (or most recent) salary? Please include any other relevant information about your current pay and reward package.
4. Complete an optional equal opportunities monitoring form. You will be taken to this form automatically after you have submitted your application. Without this information, it is difficult for us to monitor the extent to which we are successful at securing applications from people from a wide range of backgrounds and life experiences. The questionnaire is anonymous and completely confidential and we have designed the portal in a way which means that we cannot track your response back to your application.

9.3 CV requirements in detail

- Your CV should be a maximum of three sides of A4 and minimum font size of 10pt.
- It needs to contain a clear timeline of your career to date including periods when you were working, volunteering, studying or when you might have been out of work.
- It must not include a photo or specify your name, address, age, date of birth, gender, nationality or ethnicity. We have provided further information in the diagram below.

The diagram illustrates a CV for Joe Smith, divided into sections marked with red 'X' (Do not include) and green checkmarks (Please include).

Do not include (Red X):

- A photograph
- Your name
- Your home address
- Your date of birth
- Age
- Gender
- Ethnicity
- Nationality
- Any other demographic information

CV for Joe Smith

Do not include (Red X):

- CV for Joe Smith
- Flat 2, 25 Magpie Road, London SE30 6XX

Do not include (Red X):

- Personal information**
 - Date of birth: 1 Jan 1991
 - Age: 32
 - Gender: Male
 - Ethnicity: White British
 - Nationality: UK
 - Full driving licence
 - 2 children

Please include (Green checkmark):

- Education**
 - University of Fordswell (2010-2013)
 - BA (Hons) Social Psychology, II.i
- Work experience**
 - Fordswell Council (2013-ongoing)
 - Senior Housing Officer
 - Responsible for...
- Interests**
 - Treasurer for Fordswell Women's Football Club

Please include (Green checkmark):

- Detailed information about your education, e.g. name of university, dates, subject, grade
- Detailed information about your work experience, e.g. name of organisation, dates, role, responsibilities
- Information about your interests and other commitments outside of work. We recognise the importance of lived experience and would be grateful if you could share any relevant experience with us. You do not need to remove any information about protected characteristics unless you would like to. For instance, you're welcome to specify Fordswell Women's Football Club or just refer to Fordswell Football Club.

9.4 Deadline and next steps

Please submit your application via our [recruitment portal](#) by 10am on 7 April 2026.

Longlisted candidates will be invited to a short Teams interview on 21 or 22 April 2026.

Shortlisted candidates will be asked to attend an in-person panel interview at our London office on 29 April 2026. We will cover travel costs. We are not able to accommodate virtual attendance.

We do not accept applications via employment agencies or head-hunters.

We will consider part-time (minimum three days per week) or full-time roles. If this is of interest, please highlight this on the application portal.

If successful, you will be asked to complete an enhanced Disclosure and Barring Service check.

You must have the legal right to work in the UK if you are successful at being appointed to Cordis Bright. We cannot sponsor Skilled Worker Visas or similar.