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2 Welcome to Cordis Bright

Thank you for your interest in the Senior Consultant role at Cordis Bright.

At Cordis Bright, we want to make a difference to people's lives and we do this by applying our research, evaluation and consultancy skills to real-world issues. We concentrate our efforts in sectors that have the most profound impact on people's sense of self and wellbeing. This includes children's services, adult health and social care, criminal justice, domestic abuse, mental health, multiple disadvantage, and employment. We work with a wide range of clients, especially central government, local authorities, the NHS, police, What Works Centres, and the voluntary and community sector.

This is an exciting time to join the team as a Senior Consultant. Our portfolio of work continues to grow, and we are involved in a wide range of projects that, at their heart, are about improving outcomes for citizens and service users. We are looking for new members of the team who can help to further boost our reputation for:



Strong academic backgrounds, with the ability to deliver projects to the same level of rigour as university departments and research centres.



Versatile research, evaluation and consultancy skillsets, which are deployed to deliver maximum insight for our clients.



Focus on evidence-based practice, which means we prioritise what is known to work and how best to implement it.



Real-world experience in the sectors that we specialise, whether that be via practice, management, leadership or inspection.



Commitment to equality, diversity and inclusion, especially our ability to translate a commitment to concrete action both in how we deliver projects but also in the solutions we put forward.

Further information about the team, how we are structured and the experience that individuals bring to Cordis Bright is available on our [website](#).

3 The role of Senior Consultants

Senior Consultants have four main roles:

- **Project management:** Senior Consultants set the standards across our team for high quality project management, ensuring we deliver to time, budget, specification and quality. They have a particular expertise in managing large and complex projects or those that require particularly proactive stakeholder management. They support and mentor others in the team to be able to do the same.
- **Client and stakeholder relationships:** Senior Consultants are effective at building strong and longstanding relationships with clients and other stakeholders, helping to ensure that we have a good understanding of their needs and can deliver what is needed.
- **Quality and impact:** Senior Consultants play a critical role in ensuring that we deliver high quality research, evaluation and consultancy. They drive teams to generate high quality evidence, robust analysis, and operational and strategic insight. They quality assure the work undertaken by other members of the team and provide internal challenge. They also use their sector knowledge and technical expertise to bring additional value to projects.
- **Business development:** Senior Consultants help us secure new work. They actively contribute to the development of new business through developing effective relationships with new and existing clients leading to additional commissions for work and through the development of formal proposals including budget and staff deployment planning.

Examples of projects which have involved substantial input from Senior Consultants include:



Randomised controlled trial and implementation & process evaluation of Salford Foundation's STEER programme



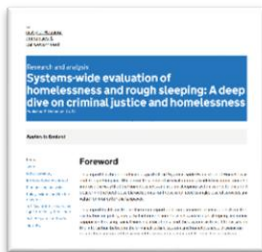
Feasibility study for Drive Partnership's Restart programme



Evaluation of the Bambu programme



Evaluation of Partnerships for Inclusion of Neurodiversity in Schools



Systems-wide evaluation of homelessness

Here's how members of the team describe their experiences of working for Cordis Bright:



Louise Ashwell, Senior Consultant

Before joining Cordis Bright, I worked in frontline roles in the charity sector, followed by roles in academia and the NHS. I particularly valued that Cordis Bright recognised the strengths of this varied background – especially my frontline experience – and saw it as an asset.

The role has significantly broadened my skillset. I've been able to continue working in my core area of interest, drawing on my experience in domestic abuse and sexual violence, while also developing expertise in new areas such as system change evaluation. Alongside this, I've had the opportunity to work across a range of topics which were new to me, including public health, mental health and neurodiversity. I also really value the practical impact of our work across organisations, policies and systems, as well as the opportunity to engage with a wide range of stakeholders bringing diverse perspectives and priorities, from practitioners to policymakers.

Having previously worked in much larger organisations, I've particularly appreciated being part of a smaller team. There are more

opportunities to contribute across different aspects of the business, from delivery to business development, and decisions can be made more quickly, without layers of bureaucracy.

Most importantly, it's a genuinely supportive place to work. Colleagues are thoughtful, collaborative and kind, and there's a strong culture of openness, fairness and flexibility. It's a place where people are trusted and supported to do their best work - which is reflected in how many choose to stay.



Dr Lucy Webster, Senior Consultant

Before joining Cordis Bright, I worked in academia across dementia, social care and health research. Since joining as a Senior Consultant, I've been able to apply those skills in a more applied and fast-paced environment. The work we do still draws on strong research and evaluation methods, but there is a clearer link between the work you are doing and how it will be used in policy and practice, which was something I was really keen to move towards.

Over the past couple of years, I've worked across a range of projects in areas including social care, care leavers and youth employment. My favourite part of my role so far has been working closely with people with learning disabilities as peer researchers. The variety of projects means you quickly build experience across different topics, sectors and methods, and that you can start to shape this based on where your interests and expertise are.

As a Senior Consultant, you are able to take on more responsibility across projects, including shaping design and delivery, and working directly with clients and delivery partners. There are also opportunities to contribute to and lead proposals to win new projects.

I've found the pace of work to be quicker than academia, but projects are also more collaborative and responsive. You get to work closely with colleagues and clients to problem-solve as you go on projects, with a good level of support across the team as you learn and develop.

For me, being a Senior Consultant at Cordis Bright is a good balance of challenge, variety and support.

4 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.

4.1 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 all kinds of talented people.
- We use a blind shortlisting process to cut down on both 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.
- 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, in the past we have focused on 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.

4.2 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.

4.3 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.

5 Person specification

Requirement	Importance
Clear and well-evidenced motivation for wanting to join Cordis Bright	Essential
<p>Strong track record of delivering projects within at least one of the sectors in which we specialise, i.e.</p> <ul style="list-style-type: none"> • Children, young people and families • Adult health and social care • Criminal justice • Domestic abuse • Multiple disadvantage • Mental health • Public health • Employment 	Essential
Evidence of being able and willing to work effectively across multiple sectors	Desirable
<p>Strong track record of delivering projects involving at least one of the following types of work:</p> <ul style="list-style-type: none"> • Research and service reviews • Impact, process and economic evaluation • Randomised controlled trials and quasi-experimental designs • Change management and performance improvement 	Essential
Strong academic background at first degree and/or advanced degree ideally in the social sciences, economics or social policy	Desirable
Effective track record in client-facing roles and building stakeholder relationships	Essential
Previous experience of designing, setting-up, undertaking and managing qualitative and quantitative research to a high standard	Essential
Successful track record of managing large and complex research, evaluation and consultancy projects to time, budget and specification	Essential
Ability to demonstrate the expertise to project manage multiple projects in parallel taking a matrix management approach	Essential
Well-established experience of quality assuring the work of others	Essential

Requirement	Importance
Ability to engage sensitively with people who might need support from public or voluntary sector services, including children, young people and adults of all ages.	Essential
Experience of using analytical skills and sound experience of translating these into client insight at operational and strategic levels and supporting other members of the team to do the same.	Essential
Previous experience of proposal writing, business development and/or business cases	Essential
Strong communication and interpersonal skills, in particular report writing, presentations and team working.	Essential
Commercial and business acumen.	Essential
Ability to use Microsoft programmes to a high standard, especially Word, Excel and PowerPoint including able to set the standard for others	Essential
Successful track record of producing high quality, authoritative outputs which meet the project outcome expectations and generate meaningful insight for clients	Essential
Excellent time management and organisational skills with a consistent track record of meeting deadlines	Essential
Previous experience of guiding, developing and ideally line managing other members of staff to develop their knowledge, skills and behaviours	Essential

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.

6 Continuing professional development

We strive to be a learning organisation and we recognise the importance of continuing professional development. We are keen to appoint Senior Consultants who have the skills, experience and interest to progress to Principal Consultant.

Some of the continuing professional development you should expect includes:

- **A comprehensive induction programme**, covering your first 4-6 weeks with us. 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 consists of structured sessions about Cordis Bright approaches and tools.
- **An emphasis on learning-by-doing**. We believe you learn best when you engage with live projects and practical tasks. We seek to ensure that you start work on projects in your first week and that you have exposure to a wide range of different projects, tasks and sectors.
- **Regular training** and refresher courses, for example, on safeguarding children, safeguarding adults at risk, and data protection and information governance.
- **A fortnightly programme of project briefings**. During company meetings, colleagues share findings from a recent project, highlighting key learning that might have relevance across the wider team.
- **A regular programme of knowledge exchanges**. We expect all team members to contribute to their colleagues' professional development and have established these sessions to share learning and expertise. Recent topics include: system approaches, working with peer researchers; inferential statistics, approaches to qualitative analysis, and effective practice in project management.
- **A monthly 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.
- **A regular programme of Senior Consultant team meetings**. These are opportunities for Senior Consultants to come together and discuss their work on projects and support each others' continuing professional development.
- **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, Senior Consultants have individually-tailored development plans as well as access to formal and informal buddying, mentoring and coaching.

7 Package

Benefit	Details
Hours	Part-time or full-time. 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	£38,760 to £53,501
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 between 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 about another five days to your holiday entitlement ¹ .
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 life assurance, enhanced sickness benefit, access to an independent financial adviser, and employee loan.

¹ 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>
Progression prospects	<p>We review performance annually, offering a mixture of cost-of-living increases and performance-related uplifts. We support internal progression and development.</p>

8 To apply

8.1 You must apply via our recruitment portal

You must submit your application via our [recruitment portal](#).

8.2 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 name, email, telephone, any access requirements, and whether you wish to be considered under the Guaranteed Interview Scheme. This information will only be seen by our Office Manager and not by the shortlisting panel.
2. Upload your CV. This can only be a maximum of two sides of A4. **If you submit a CV longer than two sides of A4 minimum font size 10 your CV will not be reviewed.** 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. Do not include a photo, your name, home address, age, date of birth, gender, nationality of ethnicity on your CV.
3. Upload responses to three questions, within specified word counts, i.e.:
 - a. What aspects of your previous experience best demonstrate your interest in Cordis Bright's work? (200 words).
 - b. What is your experience of managing and delivering research, evaluation, consultancy or similar assignments? (500 words).
 - c. What is your experience of working in the sectors in which we specialise? (200 words).
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.

8.3 Requirements for your CV

- Your CV must be a maximum of two-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
Flat 2, 25 Magpie Road, London SE30 6XX

Personal information (Red X):

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

Education (Green checkmark):

- University of Fordswell (2010-2013)
BA (Hons) Social Psychology, II.i

Work experience (Green checkmark):

- Fordswell Council (2013-ongoing)
Senior Housing Officer
Responsible for...

Interests (Green checkmark):

- 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.

8.4 Deadline and next steps

Please submit your application via our [recruitment portal](#) by 10am on 27 April 2026.

We plan to hold follow-up interviews (via Teams) for longlisted candidates on 12 or 13 May 2026.

Candidates who are subsequently shortlisted will be invited to a panel interview on 20 or 21 May 2026. This will be in-person at our London office. 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 four 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.