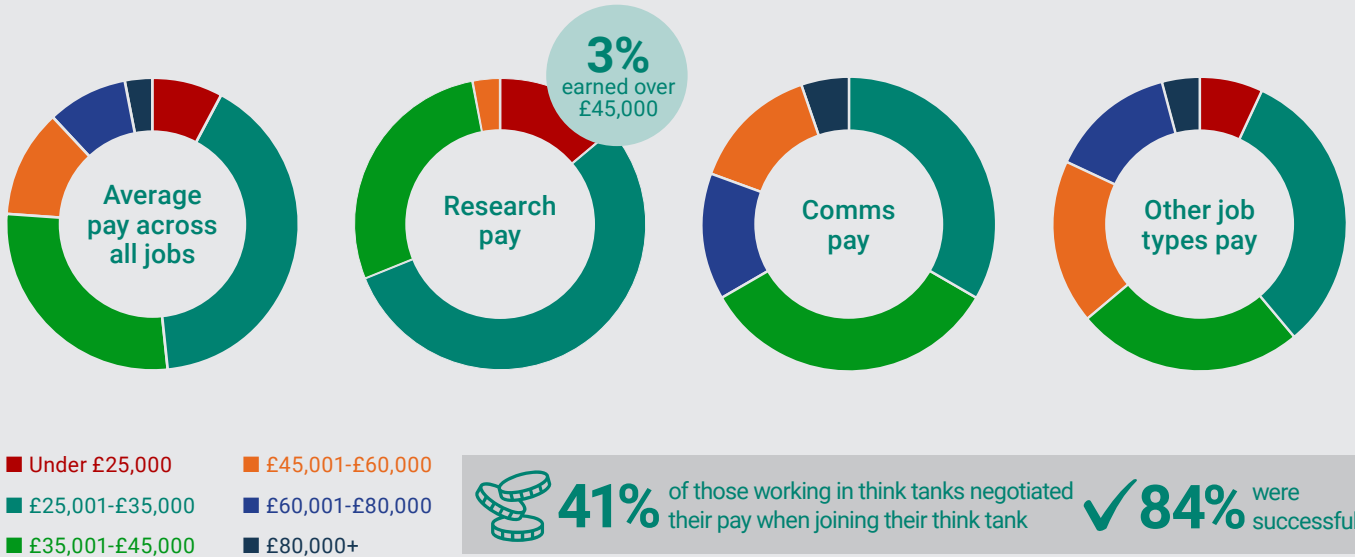


# Think Tank Employee Survey

## The results

### Pay



### Age



**46%**  
graduated in the  
last 5 years



**66%**  
graduated in the  
last 10 years

### Type of contract



**84%**  
permanent  
contract



**8%**  
rolling  
contract



**5%**  
fixed term  
temporary contract



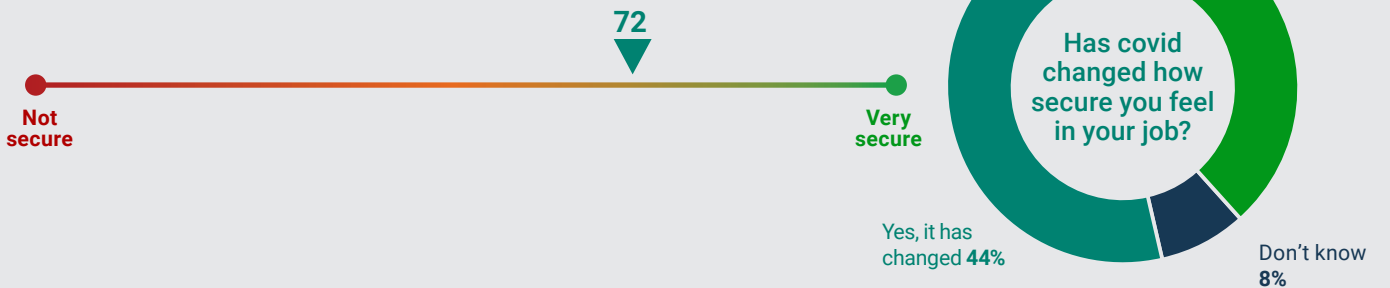
**90%**  
researchers are on a  
permanent contract



**80%**  
of all other roles  
are on a permanent  
contract

## Job security

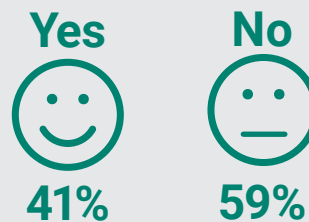
How secure do you feel in your current post?



## Career development



Are you clear what your next career step would be?

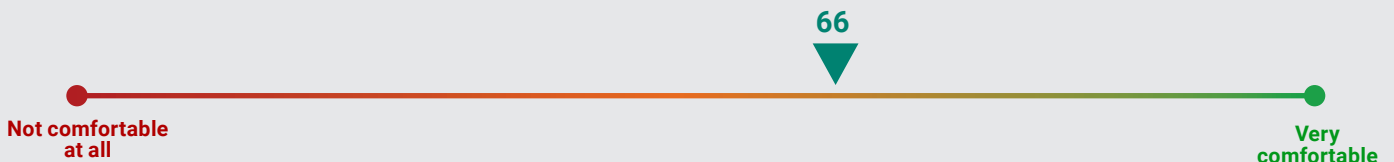


79% of researchers offered professional development vs 58% of other roles offered professional development

48% of those who are clear believe their next career step is in a think tank.

## Human resources

How comfortable would you be reporting an HR issue to senior management/HR?



83% had a formal appraisal process in place

16% have experienced bullying in their workplace

72% would recommend their workplace to a friend

What is your favourite thing about working in a think tank?

