Centre for Inclusive Money at Nest

Implementation and Impact Lead

Recruitment pack and information for applicants

£60,000-65,000 depending on experience

2 year fixed-term contract, with the possibility for extension



A message from Will Sandbrook

Welcome!

Thank you for your interest in the role of Implementation and Impact Lead for the Centre for Inclusive Money at Nest.

As a public benefit research and innovation centre, our mission is to find what really works in supporting low- and moderate-income households to be financially secure, both today and into retirement, and to drive transformational change in the system.

Inclusive Money is entering an exciting new phase in its development. And we've just rebranded from 'Nest Insight', with our new name giving increased clarity to our public benefit purpose and our work towards a more inclusive system that supports all low- and moderate-income households to build financial security.

Over the last seven years, Inclusive Money has built one of the UK's strongest evidence bases on workplace emergency savings. We have shown that workplace savings can be an effective, popular and inclusive way to help people build financial resilience.

Our next challenge is scale. We want to support many more employers to offer workplace savings and increase the levels of participation by employees in those schemes. We want more providers to build and improve solutions. We want practical lessons from implementation to shape policy and future industry innovation.

This is a unique opportunity to contribute to work that shapes the ecosystem around household money management and ultimately can help improve outcomes for millions of people.

Will Sandbrook, CEO of the Centre for Inclusive Money at Nest



Will Sandbrook
CEO, Centre for Inclusive Money at Nest

Centre for Inclusive Money at Nest

About us

About Inclusive Money

- **Our mission:** To find what really works in supporting low- and moderate-income households to be financially secure, both today and into retirement, and to drive transformational change in the system.
- **Our approach:** We build and amplify deep, rigorous insight into the lived experience of those households, seeking to better understand how people actually earn, spend, save, cope with the unexpected, and invest for the future. We develop innovative solutions grounded in that understanding. We test them in the real world. We gather robust, rounded evidence about what genuinely makes a difference. And throughout, we work with the people who have the power to act to turn that evidence into lasting change; informing decisions and catalysing the adoption of what works at scale.
- **Our relationship with Nest**: Inclusive Money was established by Nest in 2016 (previously as Nest Insight) and operates as a public benefit research and innovation centre. We remain part of Nest Corporation, and Nest provides ongoing financial and operational support, alongside additional funding partners.

Find out more about our work here.

> One of the things I found, with saving being quite difficult to do and never quite being able to get there... This is the first time I've had an opportunity to save which gives you quite a nice feeling of self worth because you feel like you're achieving something for once without it all disappearing out of sight.
>
> Savings trial participant

The team









We're currently a team of around 30 people, working across our research and innovation programme delivery, communications, strategic and funding partnerships and day-to-day operations. We're a team with diverse backgrounds and skillsets, connected by our shared passion for improving household financial security.

We are setting up a new Implementation and Impact function, to build on some of the work we have done in the last 7 years.

Your role will require collaborating across the Inclusive Money team, in particular with:

- Research & Innovation team
- Policy & Public Affairs team
- Comms team
- Strategy, Partnerships and Operations

The principles that guide everything we do

Ambitious for impact
We don't think 'interesting' goes far enough. We always ask, 'so what?' and 'what now?' We're up for a big challenge and we don't give up easily. We do things that have never been done before. We don't wait for perfect – we make a start where we can and adapt when we need to. We understand that true impact usually takes time and iteration.

Inclusively human-centred
We listen hard to lived experience. We want to design to meet people where they are. Our work is grounded in real-life human insight – people's needs, behaviours and contexts – rather than theoretical models. We strive to be inclusive and position-aware, and to work against inequity. We think about power balance and accessibility in how we convene and communicate.

Real-world solutions focussed
We know a good idea is one that's been tested robustly and shown to really work. We test for effectiveness: does it support low- and moderate-income households' financial resilience and security? And we test for viability: is it deliverable and scalable from a policy and/or market perspective? We use our evidence to drive system-wide adoption of proven solutions that could make a big difference

Rigorous, curious and creative
We're open-minded and inquisitive. We ask lots of questions and we'll dig behind the first answers. We combine different methods and approaches to see a problem from different angles. We set a high bar for our research. We're transparent about methods, learnings and limitations. We imagine how things could be different and explore 'what if...?' We will stand up boldly for what the evidence tells us, and we will scrutinise bravely when assertions are based on assumptions rather than facts.

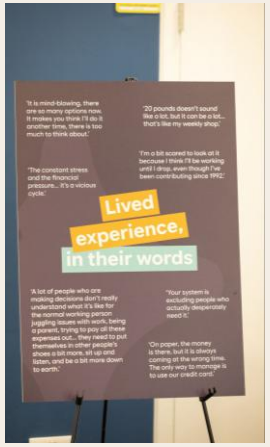
Proactively collaborative
We strongly believe that we can't solve tricky problems on our own. We work across boundaries and silos to build communities of action with growing momentum. We don't have big egos – we prefer to all muck in together. We identify, try to understand and work with all the actors in the ecosystem surrounding low- and moderate-income household money management. We treat each other with care and respect. We build strong, purposeful teams.



Our impact in action







Shaping the Pensions Commission's evidence base: the Pensions Commission's first report, published in May 2026, referenced three different Inclusive Money research projects, demonstrating that the organisation's evidence is feeding directly into a major national policy review.

Mobilising employers around workplace savings: the National Coalition for Workplace Savings reached 25 participating employers by September. Its June launch attracted 171 attendees from more than 110 organisations and generated over 430 press mentions, showing significant employer, policymaker and industry engagement.

Building evidence that could unlock wealth-building for millions: Inclusive Money's 2026 Beyond the Buffer research estimated that up to 2.3 million people in low- and moderate-income UK households could be in a position to begin investing alongside saving, identifying a large underserved group for future product and policy innovation.

Achieving substantial external reach: between 1 March and 30 September 2026, Inclusive Money's work featured in 495 pieces of media coverage across 264 outlets, helping its evidence reach wider policy, industry and public audiences.









Centre for Inclusive Money at Nest

About the role

Implementation and Impact at Inclusive Money

Over the last seven years, Inclusive Money has built one of the UK's strongest evidence bases on workplace emergency savings. We have shown that **workplace savings can be an effective, popular and inclusive way to help people build financial resilience**.

We have worked with employers, providers, regulators and policy-makers to test these solutions and create a path for them to reach people. Our next challenge is **scale**.






We want to offer direct support so:

- many more **employers** offer workplace savings and increase the levels of participation by employees in those schemes.
- more **providers** are able to build and improve their solutions
- capture practical lessons from implementation to shape **policy and future industry innovation**.

The Implementation and Impact Lead will sit at the centre of this work. The role combines elements of implementation consulting, employee benefits consulting, strategic account management, partnership development and identifying and prioritising routes to scale and impact.

You will be part of a new function that works closely with Research & Innovation, Policy & Public Affairs, Communications and Fundraising & Partnerships. You will help ensure that insights flow in both directions: from evidence into implementation, and from implementation back into evidence, policy and practice.

The role and your key responsibilities

You will be a practical and solutions-orientated person, acting as trusted advisor to employers and financial services providers to help them support the financial security of low and moderate earners.

Implementation support for employers and providers

- Advise employers and providers on implementing workplace savings and related financial wellbeing solutions.
- Understand implementation challenges and work with organisations to find practical solutions.
- Facilitate discussions, workshops and planning sessions with employers, financial services providers and other partners.
- Work together with Inclusive Money colleagues to pilot, learn from and evolve different models for scale and ways of working with industry effectively, including both individual and group/cohort approaches.
- Develop tools, resources and guidance materials to encourage wider adoption of proven solutions.
- Support organisations to move from initial interest through to successful implementation and adoption.

Relationship management and partnership development

- Build and maintain strong relationships with employers, financial services providers, industry organisations and other stakeholders.
- Manage a portfolio of employer, provider and partner relationships.
- Identify, prioritise and pursue opportunities with the greatest potential for impact and scale.
- Work alongside senior colleagues to support strategically important partnerships and relationships.

Learning and collaboration

- Capture implementation outcomes, as well as challenges and opportunities.
- Feed insights into future research, innovation and policy work.
- Develop case studies and practical examples that support wider adoption across the market.
- Support reporting and impact monitoring activities for funders.
- Work closely with colleagues across the Centre for Inclusive Money, participating in cross-functional project teams.
- Contribute to the development of tools, processes and ways of working.

Two roles, one shared mission

Two roles are available. Each has its own emphasis, with some overlap and joint working.

Employer focus

One role is likely to focus more on working with employers.

- Help many more employers offer workplace savings
- Increase participation by employees in those schemes
- Support employers from initial interest through to implementation

Financial services provider focus

The other role is likely to focus more on working with financial services providers.

- Help more providers build and improve their solutions
- Work with banks, fintech, employee benefits providers, building societies and credit unions
- Support providers from initial interest through to adoption

What both roles share

The same core responsibilities, skills and personal attributes, as part of a new impact and innovation function. Expect joint working, and insights flowing from evidence into implementation and back into policy and practice.

About the role – key details

Pay

£60-65k

per year, depending on level of experience. Pro-rata'd if working part-time.

Term

2 years

Fixed contract, with the possibility of extension

Location

London or hybrid

With at least one day in the London office per week

Time for what matters

- **32 days** of annual leave + bank holidays
- Volunteering opportunities
- Enhanced parental leave

Looking after you and your future

- A generous pension contribution (between **8 and 10%** depending on your own contribution)
- Cycle to work scheme, loan for travel tickets, eye care vouchers, annual flu vaccination and more
- Group life assurance and sickness income protection
- Employee Assistance programme

About the role – what we are looking for

We are looking for a practical, entrepreneurial leader to work with employers and industry partners, turning evidence into change that could benefit millions of low- and moderate-income workers.

Essential Experience

Candidates are likely to bring experience from one or more of the following areas:

- Employee benefits consulting
- Management consulting
- Implementation consulting
- Client success or strategic account management
- Business transformation
- Workplace financial wellbeing, fintech or financial services
- HR technology or payroll services
- Employer-facing advisory roles

Essential Skills and Capabilities

- Experience working directly with employers, providers and other senior clients to build strong relationships
- Experience supporting organisations with implementation and delivery of business change, including employee benefits
- Strong strategic mindset to prioritise high-impact opportunities
- Analytical and problem-solving skills to offer practical, actionable advice and support.

Personal Attributes

- Practical and entrepreneurial, focused on solutions rather than problems.
- Relationship oriented, capable of building trust and strong relationships.
- Organised, capable of managing and prioritising multiple projects and relationships at the same time.

How to apply

Application deadline

Tuesday 17 November2026

First round of interviews

w/c 23 November

Second round of interviews

w/c 30 November

To apply

Please submit:

- An up-to-date CV outlining your relevant experience and achievements
- A supporting statement (via the Nest application process) explaining:
  - Your interest in the role
  - How your skills and experience meet the requirements of the position
  - What you would bring to the role.

Diversity and inclusion

Everyone is welcome to apply for our roles, and we are determined to ensure that no applicant or employee receives less favourable treatment because of their age, belief or religion, disability, gender identity, marital status, national origin, pregnancy or caring responsibilities, socio economic background, sex, sexual orientation, or race or any other legally protected status.

We also recognise the importance of diversity of thought and other forms of neurocognitive variation.

Applicants who tell us they are disabled, have a long-term condition or are neurodivergent, and who meet the minimum criteria for the role, can opt in to be considered under our Disability Confident offer an interview scheme.

If you have any difficulty in sending your application or you require any reasonable adjustments please contact: **careers@nestcorporation.org.uk** or **0203 056 3971**. Examples could include receiving the pack in an alternative format, extra time, interview questions in advance where appropriate, communication support, or a different interview format.

Centre for Inclusive Money

at Nest

Website www.inclusivemoney.org.uk

LinkedIn Centre for Inclusive Money