

Why join Grattan?

We currently employ about 30 staff and host 15 – 20 interns per year. We offer a wide range of benefits to our staff to assist make their career at Grattan a satisfying one.

Learning and Development at Grattan

Grattan's work environment supports and values learning and continuous improvement. We have structured development programs covering: policy and economic analysis, research, project management, communications and public engagement. This includes:

- A range of internal workshops with expert speakers. Workshops held in the past twelve months are as follow:
 - Community engagement
 - Report formatting training
 - Elasticities: what they are, how to estimate them in R, and implications for public policy analysis
 - Ecosystem accounting - the solution to everything?
 - Cape York Institute project
 - Project Management
 - Analysis Tools and Issue Trees
 - Evidence quality
 - Practical Writing Workshops
 - Innovation in social policy
 - Estimating non-financial effects of a degree
 - Financial concepts
 - Chart design
 - Analysis with different data types 1: Time-series data
 - Environmental measures in accounting
- Unique on the job exposure to a range of stakeholders from private and public sectors
- Opportunities to attend external courses, seminars, briefings, workshops and conferences

- Six paid days to work on a proposed approved project of your interest
- Provision of study support and leave for those pursuing tertiary and other accredited qualifications (relevant to their role)
- From time-to-time associates may also have opportunities for secondments to other organisations. Previous secondments have included: OECD; Cape York Institute; Teach for Australia; Garnaut Review; Lateral Economics

What employees say about development at Grattan

“Before Grattan, I had little experience in conducting financial or quantitative analysis and limited development opportunities. Through Grattan development programs, the support of program directors, colleagues and self-directed study, I have greatly developed my financial and quantitative skills and applied them to real-life projects such as the financial outcomes of regulated monopolies in the energy industry and analysing MySchool data to assess the performance and progress of schools throughout Australia.”

Amelie Hunter, Associate

“Grattan has a flat structure so you get to work directly with experienced program directors who want to share their knowledge. Small teams means increased responsibility; the work you undertake really makes a difference.

Grattan consults widely when undertaking its analysis and presenting its findings. Working at Grattan gives you access to public policy experts and other stakeholders that you just wouldn't meet in a junior private or government sector role.”

Cameron Harrison, Associate

“I came to Grattan Institute from management consultancy. By the time I arrived, I'd spent a few years getting intense, short-term exposure to a wide range of industries (ready mix concrete and circus arts were my

favourites). This was exactly what I'd wanted straight out of uni, but one thing about Grattan that really appealed was the chance to spend longer chunks of time thinking and writing about interesting problems.

Having this kind of sustained focus - up to 18 months on one research program - isn't everyone's cup of tea, but at this stage of my career I find it really rewarding."

Ben Weidmann, Senior Associate

Other perks of working at Grattan

Flexible work options

Grattan Institute offers options for flexible working arrangements that operate to the mutual benefit of Grattan Institute and our employees.

- Negotiable part-time working arrangements
- Ability to work from home when reasonable
- Up to seven days of additional paid leave as a way of rewarding employees for the previous year's performance
- The option to request leave without salary (subject to project timing and CEO approval)

Community & Environment

- Grattan supports initiatives to minimise our impact on the environment
- All of Grattan employees and at times a guest or two get together in the common kitchen for 'soup lunch' on Mondays
- Provision of fresh fruit in the tea room

Other Benefits

- Opportunity to salary sacrifice and/or take up a novated lease