



**Title:** US Senior Researcher  
**Location:** Position can be remote / Headquarters is in New York City  
**Salary:** Competitive starting salary (between \$100,000 and \$105,000)

More in Common US is seeking a full-time Senior Researcher to help grow the organization and advance its mission of building a more inclusive America, where what we have in common is stronger than what divides us. The Senior Researcher will work closely with the US Director and Director of Research to design, execute, analyze and present research that aims to better understand the American public as well as defuse political polarization and strengthen social cohesion.

More in Common US has its main office in New York City; however, the Senior Researcher can work remotely (with expected work hours of 9am-6pm EST), with regular travel to the New York and Washington DC areas. The Senior Researcher reports to the US Director.

## **ABOUT MORE IN COMMON US**

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More in Common US is a research and civic non-partisan non-profit that is part of a new international initiative, set up in 2017, to build communities and societies that are more resilient to increasing threats of polarization and division and therefore better able to solve problems. We work alongside national teams in Germany, France, Poland and the United Kingdom.

We conduct research into populations through the lens of identity, values, and beliefs. We leverage our findings to apply interventions with partners to strengthen democratic culture, build new social and civic fabric, and enable Americans to work across lines of difference to solve problems. Our website is [here](#).

Although we are only at the beginning of our journey as an organization, we know one thing for certain: our team is our greatest asset.

We are looking for people who:

- Are strategic, rigorous, restless, energetic, and creative
- Have direct experience with and understand people from different perspectives and backgrounds
- Feel comfortable and excited to dwell on the edge but not on the margins
- Are interested in doing work that is non-partisan
- Are able to think ahead
- Are able to get big stuff done
- Are excited to work with heart as well as head
- Want to be part of turning despair into hope

## DIVERSITY + EQUITY + INCLUSION

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We recognize our impact will be bolstered if our team reflects a broad range of social and cultural backgrounds, beliefs, political persuasions and life experiences. We value diversity across many dimensions, including but not limited to race, ethnicity, socioeconomic status, gender, sexual orientation, gender identity, disability status, age, religious belief, and political orientation.

## ABOUT THIS ROLE

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More in Common US is looking for a Senior Researcher, a mission-driven individual who is excited to develop creative and rigorous methods of understanding the drivers of polarization in the US and to identify forces that can bring Americans together. This role is for someone:

- With significant experience designing and overseeing rigorous quantitative and qualitative research from start to finish
- With interest in all aspects of both public opinion and experimental research: design, execution, analysis, visualization, writing, and presentation
- With passion for harnessing rigorous research to lead impactful efforts on issues of identity, belonging, social connection, democracy and more
- With confidence to manage and develop a robust research team that can deliver cutting-edge research that encompasses a wide spectrum from rapid response support for partners to multi-year research projects examining some of the most critical issues of our time
- Comfortable working collaboratively and at a fast pace

## RESPONSIBILITIES

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The Senior Researcher will serve as an integrated member of the US team, with the chief responsibility of coordinating with the US Director to develop and oversee More in Common's research strategy and operations. The Senior Researcher's responsibilities are grouped into three main categories below: research execution, research management, and thought leadership.

### Research Execution

The Senior Researcher will have responsibility for shaping and overseeing research strategy and execution. Such tasks include:

- Overseeing project research plans, timelines, budgets, and other elements of research, such as RFP documents and proposals to be sent out to research vendors;
- Overseeing our systems for coordinating with and managing external vendors to execute projects;
- Leading the creation of survey instruments, focus groups guides, and in-depth interview scripts to explore Americans' attitudes, beliefs, identities, and perceptions of themselves and others;

- Overseeing the administration of live online research communities and synching such research with our quantitative, behavioral, and other research streams;
- Processing large amounts of qualitative data and identifying areas for further investigation or exploration;
- Analyzing quantitative data, including by generating crosstabs, indices, and other metrics to classify respondents in original and useful ways;
- Developing interesting insights into written analyses and data visualizations;
- Expanding upon our existing research architecture to help ensure our work consistently contributes to growing our understanding of the challenges we face, the potential solutions, and other relevant variables; and,
- Writing and editing research reports for general audiences.

### Research Management

The Senior Researcher will have responsibility for leading the growth and development of More in Common's research team, including by:

- Managing individual and research team growth plans that include trainings, workshops, and other experiences to grow our capabilities in critical skills and areas;
- Managing our process for engaging research fellows, consultants, and academic partners/cohorts;
- Managing hiring processes for research team roles;
- Shaping research team culture and processes to best reflect More in Common's values; and,
- Overseeing capacity considerations to avoid burnout, enable team members to engage in a diverse set of projects, and to grow overall individual and collective capacity.

### Thought Leadership

The Senior Researcher will have responsibility for communicating research findings, including by:

- Contributing to the development of communications strategies that will engage national and local media;
- Presenting research to partners, funders, think tanks, media, public officials, and international audiences;
- Representing research findings and implications in media interviews;
- Assisting with the integration of research findings into workshops and other exercises; and,
- Engaging in conversations about how findings can be interpreted to advance strategic challenges and organizational activities in the United States.

The Senior Researcher will also have responsibility for managing the growth of More in Common's academic and intellectual presence, working with our research team and external partners to build enduring partnerships, publish research, and execute thought leadership in both academic and civil society spaces.

## QUALIFICATIONS AND EXPERIENCE

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We look for great people before we look for specific qualifications and experience. However, the following will be an asset for this role:

- Either 8+ years of professional experience that involves rigorous research, including qualitative and quantitative tests and analysis, and external engagement – e.g. political polling, market research, etc.
  - OR a PhD in social psychology or political science, with experience managing a lab or a comparable group research effort.
  - Strong quantitative research skills and experience with statistical programs (e.g. SPSS, R).
  - Excellent written and oral communication skills, with experience presenting to a range of audiences.
  - Experience in U.S. politics/public policy is a plus.
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## COMPENSATION AND BENEFITS

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- Competitive starting salary (between \$100,000 and \$105,000) and excellent benefits including generous leave policy, matching 401(k), and medical.
- Personal learning and growth budget.

## APPLICATION PROCEDURE

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Applications should include a cover letter (max 1 page) and a resume. The application deadline is **February 10th**. Application process is below:

- Initial conversation with a More in Common Team Member
- First interview with a set of More in Common Team Members
- Completion of a research exercise
- Final Interview with More in Common Team Members
- (Potential reference check as well)