

Senior Researcher Job Description

Position Title: Senior Researcher

Start Date: As early as January 2025

About the Organization: Heterodox Academy (HxA) is a non-partisan, non-profit organization that promotes open inquiry, viewpoint diversity, and constructive disagreement to improve higher education and academic research.

With a growing membership of over 7,000 professors, administrators, and students, HxA helps colleges and universities uphold their highest ideals and resist groupthink and tribalism.

We communicate and engage with faculty, students, administrators, philanthropists, journalists, and the public as we work for change in higher education. We also develop research, tools, training, and events, and facilitate online and on-campus communities.

Position Summary: Thanks to the generosity of the Mike and Sofia Segal Foundation, HxA seeks a Senior Researcher for the Segal Center for Academic Pluralism (Segal Center). The Senior Researcher will design and execute original research projects, analyze data, write reports and articles, and present findings. He or she may also participate in the life and activities of the Segal Center, including its weekly research seminar and other Center events. This role requires strong quantitative or qualitative research, project management, and writing and communication skills. The Senior Researcher will report to the Director of Research and collaborate with colleagues across the organization.

The position requires deep expertise, but is also wide-ranging, flexible, and collaborative. HxA understands not every candidate will be equally skilled or experienced in every area of responsibility. If you feel qualified but your skills and experience do not match every detail below exactly, we encourage you to apply anyway!

Specific duties include:

Designing and Implementing Research Projects

- In collaboration with the Director of Research, design and lead original research projects aligned with HxA's mission and goals.
- Collect quantitative or qualitative data from various sources, including the internet, surveys, and public datasets.
- Analyze quantitative or qualitative data using various methods, including statistical methods.

Communicating Research Findings to Broader Audiences

- Create research reports, briefs, articles, explainer videos, and other materials to share research findings.
- Present research insights to internal and external audiences via talks, briefings, etc.
- Mentor junior research staff

Using Research Knowledge for HxA Strategy and Activities

- Collaborate with colleagues in programs, communications, and elsewhere to infuse research insights across HxA's work.
- Stay current on relevant academic literature and developments related to HxA's work in higher education.

Participating in the Life and Activities of the Segal Center

- Present ongoing research to the Segal Center's weekly seminar when appropriate
- Advise and assist Segal Center fellows on their research projects when possible.

Required qualifications:

- Strong track record of published research in your field;
- Excellent written and verbal communication and interpersonal skills; ability to communicate with diverse individuals;
- Strong time and project management skills, meeting goals and deadlines while managing multiple responsibilities;
- Experience with quantitative research methods (survey design, experiments, statistical analysis)
- Proficient with Microsoft Office Suite, Google Suite for Business, Salesforce, Airtable (or similar databases); familiar with Asana;
- Proficiency in Python, R, or similar coding languages for data collection and analysis;
- Familiarity with office equipment, including computers, business software, and online business management tools.

Preferred Qualifications:

- A graduate degree in humanities (e.g., philosophy or history), social sciences (e.g., psychology, sociology, economics), law, or policy research
- A track record of research on issues related to higher education
- Experience with qualitative research methods (e.g., interviews, focus groups, content analysis)
- Familiarity with machine learning methods for data scraping and data analysis
- Experience managing research projects and teams
- Experience communicating research to non-academic audiences through reports, articles, presentations, etc.

Knowledge, Skills, and Dispositions: You would be a good fit on our team if the following attributes describe you:

- **Team player.** We are a small team that values collaboration, supporting each other, and engaging with each other. You enjoy being a team player, display a positive and optimistic attitude, have the ability to recognize and celebrate successes of all sizes, are open to constructive and supportive feedback, and demonstrate a commitment to consistently improving both your own performance and that of your team.
- **Ideological tolerance and flexibility.** We don't care what your ideological commitments are, but you must be able to respect and advocate for the inclusion of diverse people with diverse perspectives, including but not limited to progressive, conservative, or libertarian thinkers and perspectives.
- **Strong organizational and process skills.** Especially important is the ability to effectively track the status of ongoing projects and find needed documents and information quickly is especially important. You should be willing to take direction, receive feedback and constructive criticism, and share constructive feedback with colleagues. You can independently organize, plan, prioritize, and carry out responsibilities, establish processes for yourself and others, and finish tasks by established deadlines.
- **Virtues of mind and intellect.** Researchers at HxA should strive to embody the virtues of [the HxA way](#), especially carefulness, intellectual humility, open-mindedness, intellectual courage, and intellectual hospitality.
- **Virtues of interpersonal interaction.** In particular, we have in mind personal integrity, professionalism, empathy, resourcefulness, partnership, tact, proactive communication, a sense of humor, willingness to seek and receive feedback, and a commitment to high work quality and confidentiality.
- **High flexibility and adaptability.** The higher education world is constantly changing, sometimes rapidly. HxA may change priorities to exploit emerging opportunities. You are able to set aside work at a moment's notice and switch focus to something completely different.
- **Persistent and creative problem-solver and opportunity-seeker.** We are a young organization with potential to create positive change on college campuses. We seek an entrepreneurial colleague to help us realize our potential. You should be willing and able to anticipate problems, seek out information, and persevere in finding solutions.
- **Strong written and oral communication skills.** You can write clearly and powerfully; communicate internally with your colleagues and externally; edit and proofread; and ensure high-quality outputs.

Reports To: Director of Research

Direct Reports: None

Location: We are open to a remote working arrangement, though travel to the NYC office at least once per month will be expected. Ideally, the Senior Researcher is able to commute to the NYC office at least twice per week.

Position Type: Regular, full-time, non-exempt

This full-time, at-will position starts as early January 6, 2025. Occasional evening or weekend hours may be needed for special events or programs. HxA offers a flexible work schedule, but full-time employees must work 40 hours per week.

Salary: \$90,000 to \$110,000, depending on qualifications and experience.

To apply for this position, submit 1) a current resume and 2) a cover letter describing your qualifications for this job. Applications without a cover letter addressing the job description content won't be reviewed. While we examine all applications, we regret that we can't reply to every applicant.