



Job Description

TITLE: Senior Researcher

PROGRAM AREA(S): Communications

REPORTS TO: Managing Director, Head of Communications

Out Leadership is the global LGBT+ business network CEOs and multinational companies trust to generate Return on Equality®.

We create global executive events and insights that help leaders realize the economic growth and talent dividend derived from inclusive business, and convene groundbreaking talent accelerators: *OutNEXT*, the first global leadership development program for the next generation of LGBT+ talent; *Quorum*, which seeks to advance LGBT+ diversity in corporate governance; and *OutWOMEN*, which convenes and celebrates LGBT+ women in business.

Out Leadership is a certified B Corp. For more information, please visit www.outleadership.com.

DESCRIPTION

Out Leadership seeks a seasoned researcher with experience in social science and public polling, demonstrated interest in research focused on the LGBT+ community, and a track record of project management success to lead our thought leadership and insights projects.

Upon hire, the Senior Researcher will join the team responsible for creating Out Leadership CEO Business Briefs for the 50 United States. The state briefs will provide C-Suite leaders and business decision makers with an understanding of the legal and socio-cultural environment and its implications for business and talent in individual states, including an LGBT+ business metric, which will provide a score on the direct business risk or opportunity based on LGBT+ equality (for example, due to lost conventions, sporting events, etc.), and an LGBT+ talent metric, which will provide a score on the risk or opportunity around talent for businesses in each state.

As part of the 50 State CEO Brief project, working in close partnership with Out Leadership's Founder & Principal and Head of Communications, the Senior Researcher will conceptualize, build, field, analyze and report a piece of proprietary market research based on original polling relating to American and attitudes towards LGBT+ people in the workplace, with a special focus on LGBT+ professionals' experiences. As part of this project, the Senior Researcher will help oversee the selection of a market research agency and will be responsible for the day to day management of the engagement. They will also oversee the writing process for the State Briefs, including by collaborating with pro bono law firm partners to collate legal research, and managing the process by which the briefs are reviewed and assessed by local LGBT+ rights groups in each state.

The Senior Researcher will also work closely with our Global Initiatives and Talent Accelerators teams to conduct research projects around our global summits and talent development programs, and with our senior leadership team on any ad hoc research and insights projects.

OUT LEADERSHIP

RESPONSIBILITIES

- Think creatively at the intersection of LGBT+ and business, and leverage Out Leadership's current resources, tools and network to create insights that help us deliver on our mission and enhance our position in the marketplace
- Lead quantitative and qualitative research projects, managing resources and working in collaboration with senior executives, partners and vendors
- Analyze data and explain it creatively, including by producing written and visual deliverables
- Manage relationships with third party analytics companies as well as vendors and partners, and work with them to create research papers and thought-leadership pieces
- Present data insights to internal and external audiences, including at Out Leadership's global summits
- Keep the Out Leadership team up-to-date on current research in the space, and integrate relevant external findings into our work
- Manage research budgets

COLLABORATION

The *Senior Researcher* reports to the Head of Communications and works closely with the rest of the Out Leadership team, particularly the:

- Global Initiatives team, managing research around our Global Summits
- Talent Accelerators team, ensuring that we are fully understanding the cohorts engaged by our OutNEXT, OutWOMEN and Quorum programs

As a small, fast-paced, entrepreneurial company, Out Leadership thrives when its staff functions as a cohesive, collaborative team, working together to ensure the success of the company and its goals. To this end, every staff member is called upon to contribute to Out Leadership's success, which may mean fulfilling a role or duty not specifically listed in the employee's job description. This includes helping to maintain a tidy and professional shared workspace, staffing summits and events, identifying and supporting revenue-generating opportunities, and creatively contributing to strategic brainstorming sessions.

REQUIRED SKILLS

- Demonstrated capacity for creating visually appealing, well-written analyses for consumption by clients, media, and other stakeholders
- Strong written and verbal communications
- Highly proficient with Excel and PowerPoint. SQL and SPSS a plus.
- An understanding of statistical software tools and their application to specific studies.

At Out Leadership, we seek to hire people who are:

- Self-motivated, team-focused, and passionate about advancing LGBT+ equality
- Robust analytical and problem-solvers who proactively scale projects and cultivate new opportunities
- Adept at effectively translating ideas into actionable recommendations

OUT LEADERSHIP

- Organized and effective at multi-tasking; capable of prioritizing many projects at once to nail every deadline

QUALIFICATIONS

The ideal candidate will possess:

- A bachelor's degree, although a Master's is preferred
- 5+ years of full-time marketing and/or social science research experience, preferably working with senior business executives and their staffs
- A background (or proven interest) in the for-profit sector; specific experience in business process, the talent life-cycle, and diversity and inclusion preferred
- Strong analytical and organizational skills and ability to manage multiple projects simultaneously
- Experience with Qualtrics
- A shared commitment to Out Leadership's mission and values
- Demonstrated sensitivity and respect for the cultural values, practices, beliefs, and social experiences of diverse communities

LOCATION

This position will be based in Out Leadership's global headquarters in New York City.

COMPENSATION

Out Leadership offers competitive compensation commensurate with experience, including a competitive benefits package with paid time off, 401(K) with a 4% employer match, and a 90% covered health plan.

NEXT STEPS

Interested applicants should send any questions or a cover letter and resume to Wes Werbeck, COO, at jobs@outleadership.com.

EQUAL OPPORTUNITY EMPLOYER

Out Leadership is an equal opportunity employer and is firmly committed to complying with all federal, state and local equal employment opportunity ("EEO") laws. Out Leadership strictly prohibits discrimination against any employee or applicant for employment because of the individual's race, creed, color, sex, religion, national origin, age, sexual orientation, height and weight, disability, gender identity or expression, marital status, partnership status, genetic predisposition or carrier status, military status, arrest record and any other characteristic protected by law.

Out Leadership is especially interested in applicants that reflect the full diversity of the community we serve. Immigrants, people of color, transgender and gender nonconforming people, intersex people, and people of different abilities are strongly encouraged to apply.