

**Title:** Research Analyst – Social Sciences and Organizational Culture

**Department:** Institute for Defense Analyses; Strategy, Forces & Resources Division

**Duty Location:** Alexandria, VA

### **Job Overview**

The Institute for Defense Analyses is a federally funded research and development center supporting the Department of Defense and other federal agencies that require rigorous and objective analysis of national security issues. The Strategy, Forces and Resources Division (SFRD) performs interdisciplinary analyses of plans and policies related to national security strategy, the structure and capabilities of US, allied and adversary forces, chemical, biological, radiological, and nuclear defense, organizational efficiency and management issues, and human capital challenges. The SFRD has an opening for a Research Analyst to contribute to analyses principally focused on socio-cultural aspects of human capital strategy and organizational effectiveness.

### **Responsibilities**

Research Staff Members (RSMs) are career research staff, typically with PhDs. RSMs engage with senior US government officials to develop research programs on government policy, budgetary, and program choices. After defining a research question, RSMs:

- Develop and implement research plans
- Select appropriate methodologies and analytic tools for research
- Develop and deploy data collection strategies including those involving human subjects, various survey methods, interview protocols, and literature reviews
- Collect or oversee the collection of data
- Implement and apply software appropriate to the research problem (including various approaches to text analytics, and analysis of survey or interview-based data)
- Interact with research subjects, including subject matter experts, in the research process and with research sponsors in communicating results
- Direct more junior research assistants and associates in development of software code and in applying the code to test hypotheses

Some research tasks will be narrowly focused, while others will address a broader spectrum of concerns. RSMs contributing to SFRD's human capital programs of work will apply advanced statistical models, simulation techniques, and optimization methods to problems associated with the contribution of culture, opinions, attitudes and other socio-economic factors to the effectiveness of national security policies, programs and operations. RSMs are expected to demonstrate proficiency in rigorous and structured analytic techniques and to be familiar with modern computer science applications appropriate to the individual's academic discipline. RSMs are members of interdisciplinary research teams and must demonstrate good interpersonal communications skills and contribute effectively to a team approach to problem solving. The issues that IDA addresses change constantly and RSMs are expected to be adaptable and self-motivated, demonstrating a capacity for independent thought and sound judgment while creatively applying quantitative analysis methods to complex policy problems. As part of the research process, IDA research teams will travel to US government or US security partner field locations (typically headquarters or office-like locations).

### **Qualifications**

- Requires PhD in a social science with a record of accomplishments and demonstrated research experience in collection and analysis of socio-cultural data derived from surveys, interviews, and other non-quantitative sources.
- Requires demonstrated proficiency in design and use of survey instruments, interview protocols, expert elicitation techniques, or other techniques suitable for discovery and analysis of socio-cultural factors in populations.
- Requires experience with human subject research & IRB processes and procedures.
- Requires the ability to communicate complex concepts simply and clearly in written and spoken contexts.
- Applicants less than 7 years post-degree are REQUIRED to submit a copy of their transcripts (undergraduate & graduate//unofficial copies will suffice), a writing sample, and a cover letter outlining their interest in the position, and how their skill set, experiences, and education align with the defined responsibilities. Contact information is required for at least three references able to evaluate applicant's skills and work history.
- US Citizenship is required.