

Assistant Behavioral Researcher

Persistence Plus, a mission-driven organization focused on increasing college persistence and completion, is looking for a part-time summer **Assistant Behavioral Researcher**, with the possibility of continued employment. The ideal candidate will have advanced training in psychology, behavioral science, or a related field, and is excited to leverage those skills in an applied setting. This position is remote but limited to individuals residing in Massachusetts.

You will play an important role in an established edtech start-up. Projects will vary widely and can be tailored to interest and experience, but are likely to include:

- Applying behavioral science to craft motivational “nudges” that keep students enrolled and successful in high school, college, and workforce development (“upskilling”) programs
- Implementing nudges aligned with campus schedules and deadlines, client needs and requests, and Persistence Plus research priorities
- Literature searches and reviews to help expand the Persistence Plus knowledge base, tailor interventions for unique student populations, and support clients
- Conducting user interviews/focus groups to listen to student challenges and improve the content, tone, and delivery of nudges
- Coding and managing data for external research projects and internal research and development
- Supporting dissemination of our knowledge and findings to the field via blogs, webinars, professional development programs and other thought leadership

You will gain much in the way of skills, knowledge, and experience from this role, including:

- Enhanced knowledge of behavioral science and how it can be used in higher education (and beyond) to change human mindsets and behavior
- Experience working in an agile, resourceful start-up, and applying behavioral science in a non-academic setting
- Scientific and professional mentoring from industry-leading behavioral scientists
- Experience designing, implementing, and evaluating research projects in real-world settings and in partnership with colleges and other organizations
- The knowledge that your efforts helped more students fulfill their dreams of earning a college credential and finding fulfilling employment

Preferred background:

- Advanced education/training in psychology, behavioral science, sociology, behavioral economics, or a related field
- Strong interest in applying psychological concepts to solve higher education's toughest challenges in real-world settings
- Experience conducting literature searches and reviews, and synthesizing new knowledge in writing (e.g., thesis; peer-reviewed publication(s))
- Experience with data management (e.g., coding; data cleaning & preparation)
- Experience with qualitative data collection (formal or informal), such as conducting interviews or focus groups
- Dedication to increasing educational and economic equity
- Community college and/or a nontraditional path through education is a plus.

What is most important for the role is that you are entrepreneurial, resourceful, creative, and looking to work in a rapidly changing environment, with interest in and dedication to increasing educational opportunities in higher education for all. You are excited about the potential for behavioral science to make a meaningful impact in educational practice and policy. You ask a lot of questions, and you're motivated by both a curiosity about people and a desire to make their lives better. Our work is constantly evolving as we scale to more institutions, and we find that eagerness, flexibility, and commitment to excellence are crucial to our workplace.

Details for the role:

- You must reside in Massachusetts
- You must be enrolled in an undergraduate or graduate program OR have graduated from an undergraduate or graduate program in 2021 or 2022
- Part-time (20 hours/week) with flexible hours; we are a family-friendly company with a focus on employee growth, success, and overall wellbeing
- Limited-time position through September 2022, with the potential for extension based on company stage and mutual interest
- Opportunity to work with a friendly, creative, industrious and supportive team
- Salary commensurate with experience and company stage

To apply, please submit a resume or CV and cover letter to ross@persistenceplusnetwork.com. Questions can be addressed to the same email. We expect to begin candidate review in late April.

PERSISTENCE + PLUS

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ABOUT OUR COMPANY: Persistence Plus is a woman-owned business enterprise that helps colleges, nonprofits, and employers propel more individuals to success and a college degree. We design behavioral nudging interventions that engage and support students through mobile technology and an intelligent software solution. Gold-standard results show that Persistence Plus nudges result in increased retention and college completion, and students respond to and value our nudges. Persistence Plus is recognized by the Blue Ridge Foundation, Kauffman Foundation, and Milken Family Foundation for its innovative approach and potential to make a difference at scale.