

Research Associate at Harvard Business School

Position Description

Harvard Business School is searching for a Research Associate (RA) for Professor Anjali Bhatt in the Organizational Behavior Unit beginning in summer 2024. The research focuses on examining cultural change in organizations using a variety of computational methods, including simulation-based modeling and natural language processing. This role is a good fit for a resourceful learner with an interest in computational social science and social/cultural dynamics in organizations, as well as those considering doctoral studies in quantitative social science research.

Sample research questions include:

1. How does organizational culture emerge and evolve from individual-level interactions? Under what conditions do subcultures form and/or polarize?
2. How do organizational dynamics (e.g., hiring, mergers & acquisitions, restructuring) influence cultural change in organizations?
3. What contextual factors influence how individual employees culturally adapt in organizations?

Primary Duties:

The position entails helping with research projects at varying stages, including proposing, developing, and designing research studies; collecting, cleaning, and analyzing data; conducting literature reviews; and contributing to scholarly research products (e.g., journal articles, working papers, and presentations). Research will include wrangling large datasets and developing computational simulations. The role will involve independent decision-making and management of timelines and deliverables, keeping the faculty member informed as necessary, using own judgment.

Basic Qualifications

Bachelor's degree required. A successful candidate will have familiarity with statistical/programming and related tools (e.g. R, Python, MATLAB, SQL, Bash, Git, LaTeX) and an ability to quickly learn new programs. Coursework and/or research experience in statistics, data science, or quantitative social science is a plus.

The candidate must be a resourceful problem solver with a willingness to learn, including proactively seeking out help and navigating the broader research community at HBS and beyond. In addition, excellent organizational skills, systematic project management (including code documentation and other open science practices), and acute attention to detail are vital to this role.

Additional Information

This is a half-time term appointment beginning anytime from now until July 1st (start date flexible) through June 30, 2024, with an expectation of reappointment until June 30, 2025. All Research Associate roles at HBS are structured as one-year term appointments with potential for renewal based on funding and performance.

This role is offered as a hybrid (some combination of onsite and remote) where you are required to be onsite at our Boston, MA based campus 2-4 days per week. Specific days and schedule will be determined between you and your manager.

We may conduct candidate interviews virtually (phone and/or via Zoom) and/or in-person for this

role.

A cover letter is required to be considered for this opportunity. All candidates will be expected to submit a writing sample, transcripts, and a code sample to be reviewed by an HBS statistician.

Harvard Business School will not offer visa sponsorship for this opportunity.

Culture of Inclusion: The work and well-being of HBS is profoundly strengthened by the diversity of our network and our differences in background, culture, national origin, religion, sexual orientation, and life experiences. Explore more about HBS work culture here <https://www.hbs.edu/employment>.

Benefits

We invite you to visit [Harvard's Total Rewards website](#) to learn more about our outstanding benefits package, which may include:

- **Paid Time Off:** 3-4 weeks of accrued vacation time per year (3 weeks for support staff and 4 weeks for administrative/professional staff), 12 accrued sick days per year, 12.5 holidays plus a Winter Recess in December/January, 3 personal days per year (prorated based on date of hire), and up to 12 weeks of paid leave for new parents who are primary care givers.
- **Health and Welfare:** Comprehensive medical, dental, and vision benefits, disability and life insurance programs, along with voluntary benefits. Most coverage begins as of your start date.
- **Work/Life and Wellness:** Child and elder/adult care resources including on campus childcare centers, Employee Assistance Program, and wellness programs related to stress management, nutrition, meditation, and more.
- **Retirement:** University-funded retirement plan with contributions from 5% to 15% of eligible compensation, based on age and earnings with full vesting after 3 years of service.
- **Tuition Assistance Program:** Competitive program including \$40 per class at the Harvard Extension School and reduced tuition through other participating Harvard graduate schools.
- **Tuition Reimbursement:** Program that provides 75% to 90% reimbursement up to \$5,250 per calendar year for eligible courses taken at other accredited institutions.
- **Professional Development:** Programs and classes at little or no cost, including through the Harvard Center for Workplace Development and LinkedIn Learning.
- **Commuting and Transportation:** Various commuter options handled through the Parking Office, including discounted parking, half-priced public transportation passes and pre-tax transit passes, biking benefits, and more.
- **Harvard Facilities Access, Discounts and Perks:** Access to Harvard athletic and fitness facilities, libraries, campus events, credit union, and more, as well as discounts to various types of services (legal, financial, etc.) and cultural and leisure activities throughout metro-Boston.

[Apply here!](#)