



Update: We are offering a \$1,000 donation to the animal charity of your choice if you bring us an applicant that we otherwise didn't know about that we end up hiring for the position. Some of our best candidates in that past have come from referrals, so please think about anyone in your network who might be a good fit, and send them our way!

Researcher Job Description

Are you looking to help animals as effectively as possible? So are we! At Animal Charity Evaluators, our mission is to find and promote the most effective ways to help the largest amount of animals. We do this through our research and outreach programs, and by making recommendations to donors on where to give and what to do. In 2014 alone, we influenced over \$141,000 in giving to our recommended charities!

We are looking for top quality individuals to help our research department take the next step in finding the most effective ways to help animals. We offer an intellectual and challenging environment that can provide great stimulation and satisfaction as you see the results of your efforts impact animal advocacy groups and advocates from around the world. Our work structure is especially flexible, and we can adjust to almost any schedule. If you're looking to join a dynamic and engaging team, including a diverse [staff](#) and [board](#) that spans the globe, read on about this exciting opportunity.

Position Summary: We are hiring for a researcher position. This will involve developing and managing research department strategies and activities, including designing, managing and executing research projects, data analysis, and program evaluation.

Position Status: Full-time, Salary, Non-Exempt. May consider part-time.

Salary: \$24,000 – \$30,000 (full-time)

Reports to: Research Manager or Executive Director

Hours: 40 hours per workweek (full-time) or >20 hours/week (part-time)

Vacation: 15 days for first year

Responsibilities and Opportunities:

- *Oversee and advance research projects.* You will be given some specific projects to work on, but these will be tailored to your area of speciality. You will also have the freedom to explore novel research ideas if approved by the research department.
- *Contribute to the direction of ACE's research department.* We are continually learning new information and actively considering our direction as an organization. You will have the opportunity to provide meaningful contributions to our strategy.
- *Work cooperatively with volunteers and external organizations.* One of the most interesting aspects of our work at ACE is the opportunity to discuss strategies with various animal advocacy groups through the course of our evaluative work, and also to learn from volunteers from around the world.
- *Maintain and refine ACE's process for making organizational and intervention recommendations.* We are satisfied with our current evaluation templates, but we know that any process can be improved, so we plan to revisit them in the future. You will have the chance to help improve the core aspects of our evaluative work, which will impact on our overall findings.
- *Assemble relevant information and compose intervention and organization evaluations.* You will learn the intricacies of specific interventions and organizations as you consolidate the information that we learn through our evaluations.
- *Compose writings on research projects.* This is a great opportunity to hone your writing skills, as you will construct material for pages for our site, evaluations, and blog entries.

- *Find and review external studies and research relevant to farm animal activism, wild animal suffering, and other potentially high-impact animal advocacy fields.* We currently view farm animal advocacy as the most effective way to help the most animals, but we are actively considering other possibilities. Be at the forefront of our research and help investigate new exciting opportunities for maximizing our impact, and help shape ACE's direction in the future.

Sample projects:

- Intervention evaluations. You will research the effectiveness of a common tactic in animal advocacy, including by conducting interviews with advocates who regularly use the tactic. You will then write up your findings for use within ACE and for publication on our website. Example evaluation: [corporate outreach](#).
- Organization evaluations. You will participate in our organization evaluation process, including generating a [list](#) of relevant organizations, researching and writing reviews of various depths, and selecting organizations for recommendation. Example evaluations: [America for Animals](#), [Animal Equality](#).
- General research and writing. You will research a topic relevant to animal advocacy and write about the findings most relevant to animal advocates or to ACE's work. Example topic: [effects of diet choices on animals](#).

Essential Skills/Qualifications:

- Bachelor's degree in relevant field
- Commitment to the mission of Animal Charity Evaluators, which is to find and promote the most effective ways to help the largest number of animals.
- Two years of research related professional experience, or the ability to demonstrate strong, relevant research skills
- Strong quantitative and qualitative reasoning skills
- Open to topics outside mainstream advocacy efforts
- High degree of professionalism, including discretion in handling confidential information
- Ability to work independently but concurrently collaborate with many different parties
- Strong attention to detail, with a commitment to high quality work
- Excellent written communication abilities
- Highly organized and self-motivated

Preferred Skills/Qualifications:

- Master's degree in relevant field
- Deep understanding of statistics
- Excellent oral communication abilities
- Demonstrated abilities in strategic thinking
- Skills in spreadsheet software such as Excel
- Experience with statistical software such as R or SPSS