

COMMON THREAD

Lead Behavioural Scientist

Contract position: Full-Time contract position, for 12 months with the possibility of extension

Location: Remote, with a strong preference for candidates within UTC +/-5 timezones

Travel: 15-25%, depending on project needs, and global public health advice

Start date: 5th September 2022

Closing date for applications: 1st August 2022 (we will begin interviews in July, so you are encouraged to apply as soon as possible)

Is this you?

We're looking for a dynamic, creative, and curious all-rounder in behavioural science¹. Keep reading if you're someone who enjoys designing for the world's toughest health problems. You will design research and collaborative experiences that help us create behavioural solutions that really work for the people they're intended for. Your approach to work is energetic, positive, adaptable, and sparks joy for the team and our clients! If this sounds like you, there may be an opening with your name on it at Common Thread.

The Role

Here's some of the exciting things you can expect to be doing as part of this role:

- Leading and developing Common Thread's Behavioural Science arm of the company, including how we approach projects and integrate BS systematically into our processes
- Working closely with the HCD, Design and other teams at Common Thread to define and implement Common Thread's approach to Behavioural Design
- Identifying and applying the application of behavioural science principles, tools and innovative approaches to project design, research and implementation
- Refining and applying Common Thread's Behavioural Model, including the research methodologies and tools that align with it
- Bringing together diverse viewpoints and data sources to co-create creative, evidence-based and pragmatic solutions. This will include designing mixed methods research, with a focus on both qualitative and quantitative methods.
- Leading client projects and research projects, including in-field research (qualitative and quantitative)
- Leading the management of projects and client engagements
- Leading the Behavioural Science team as it grows, providing supportive guidance and feedback
- Working closely with Common Thread Leadership and partners to shape the growth and future of the company, and leading Common Thread's thought leadership in Behavioural Science and its contribution to Behavioural Design

¹ We're not too hung up on labels at Common Thread. Our mission is to design a problem solving approach and solutions that puts people first. As long as it considers context, dignity, experimentation and participatory research, you can call it what you like!

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What we're looking for

This role requires these skills:

- 7 -10 years experience leading and implementing behavioural science research and interventions
- A Masters Degree in Psychology, Behavioural Science, Anthropology, or similar degree - or an equivalent mix of education, experience and training in the behavioural science field.
- International experience, especially in the Global South. Being based in the Global South is an advantage for this position.
- Fluency in English with additional language skills. French is strongly desired
- Experience working in or for users in the Global South
- Highly skilled and dynamic facilitator of workshops, user research and design research processes
- Experience applying and testing behavioural science learnings to complex environments
- In-depth understanding of behavioural science (BS) principles and their application to public health and development
- Being an enthusiastic ambassador for the value, effectiveness and process of BS, and transferring this excitement and skills to others
- Experience designing a system that measures and demonstrates the impact of Behavioural Science
- A high level of digital literacy, able to use and learn online collaboration and project management tools to effectively work with a remote team

The characteristics and values we're looking for:

- Ability to work as a "[Manager of One](#)"; you are highly independent and can build goals and execute on them independently
- You are Mission Driven and passionate about applying your skills and time towards improving the lives of others, particularly those who are most vulnerable
- You have a growth mindset - you are curious, have a passion for learning, and see feedback as an opportunity to learn and grow
- Leadership- you are able to give clear and constructive feedback, build strong, supportive relationships with those you work with, and ensure your team are able to grow and thrive in their roles, if/when under your leadership

Not so fun fact: Research shows that while men apply to jobs when they meet an average of 60% of the criteria, women and other marginalised folks tend to only apply when they check every box. Think you have what it takes, but don't meet all the criteria? Please apply anyway. We'd love to talk and determine together whether you could be a great fit!

Common Thread is an equal opportunity company, and we value diverse voices, backgrounds, and perspectives on our team. We don't discriminate based on race, religion, colour, national origin, gender, sexual orientation, gender identity or expression, age, or status as an individual with a disability.

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Who we are

We are a curious and creative bunch of experts and innovators who share in the belief that a change in behaviour can change the world. We believe that human behaviour—however illogical—is never a fault or a flaw. It's a feature. We seek to understand it. We see people as a critical, yet too often ignored part of successful health initiatives. Our clients include the world's leading organisations in public health, international development, and philanthropy. By connecting behavioural insights with community insights, we design public health solutions rooted in the social and cultural minutiae of communities across the globe.

How we work

We're a virtual company, based across multiple time zones and countries. All our team members are contractors who have the flexibility to choose where they live, though we try to ensure a core block of hours when everyone can be collaborating. Strong communication and collaboration skills are essential to success in this role! We search hard for creative team players who can work independently, but also collaborate with a talented team, learn together, and design powerful behavioural solutions that blend the best of human-centred design, behavioural science, anthropology, marketing and other disciplines.

What we offer

- Flexible working hours and location. You may design your hours, and work from a location of your choice, provided you are available during the company's "golden hours" (12-4pm GMT)
- An annual bonus scheme for all full time, 12 month contractors that can amount to up to 20% of your annual earnings, depending on individual and company performance.
- We offer our associates 20 days of paid time off and 7 days of national holidays, based on your place of residence.
- We are constantly listening and responding to our team's needs. For example, Common Thread generally offers one additional paid week during the December holiday season and we're experimenting with reduced summer hours (4.5 day week in July/August) this year.
- A global retreat once a year, where we all come together in a beautiful part of the world.
- 1 day each quarter to focus on professional development related to your role at CT.

If you stay with us for more than 1 year, you can also access:

- A Wellbeing Stipend paid annually to help cover the costs for something you feel could help you maintain your health, balance and vigour
- Professional Development Stipend and paid time-off for prof dev opportunities (After two years)
- Accrual of additional paid time off after 2 years of being on our team

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How do I apply or learn more?

Please tell us who you are in whatever way you think reflects you best - short video, email, or voice note - and [upload it here](#), with your CV and a sample or description of something you worked on that you loved. *(Having technical difficulties with the form? Don't worry, we've been there. Feel free to send your materials directly to hello@gocommonthread.com with the position title in the subject line.)*

You can expect to hear back from us within 2 weeks of the deadline. We look forward to hearing from you!