

**Job Title: Researcher**

**Organization:** The Unitarian Universalist Service Committee (UUSC)

**Department:** Programs, Advocacy, and Action (PAA)

**Reports to:** Associate Director for Research

**Grade:** 6 (bargaining unit)

**Description**

Working under the supervision of the Associate Director for Research and in collaboration with colleagues to advance UUSC's human rights mission, the Researcher is responsible for developing and conducting original, responsive, and impactful research projects that advance UUSC's programmatic goals and objectives.

UUSC's research team works to advance knowledge on emerging human rights issues, provide evidence and documentation to support critical change in policy and practice, and centers grassroots partners' needs and participation. The Researcher will be an integral part of UUSC's research efforts, both conduct independent research projects and developing and working on collaborative research projects with other members of the research team, grassroots partners, academics, advocates, or other partners.

**Responsibilities**

- Develop research projects to support UUSC's key objectives, including advancing Migrant Justice in the U.S. and Climate Justice, in collaboration with cross-functional implementation teams.
- Conduct research and write white papers, briefing reports, investigative reports, and other research products for diverse audiences.
- Cultivate collaborative research relationships that extend UUSC's internal research capacity. Develop partnerships to conduct, commission, and disseminate research products for strategic impact.
- Provide technical support to grassroots partners to advance community-based research and documentation.
- Contribute to the overall learning and development of the organization through specialized knowledge of research practices and key human rights and social justice issues.
- Work closely with Engagement and Mobilization for Advocacy team members to tailor and disseminate research for diverse audiences and to adapt content for digital media and other creative use.
- With the guidance of the Associate Director for Research and in collaboration with UUSC's implementation teams, lead day-to-day research activities including project teams, timelines, scoping, research planning, methods and tactics, analysis, writing, and dissemination.

**Qualifications**

- Strong commitment to human rights and social justice and working knowledge of current trends and issues surrounding human rights. Extensive knowledge about one or more of UUSC's key programmatic areas -- especially Migrant Justice in the U.S. or Climate Justice -- preferred.
- At least 5 years demonstrated experience in designing, conducting, and disseminating research.
- Training and experience in one or more of the following strongly preferred: social science methods, statistical analysis, ethnography, participatory action research (PAR), or investigative journalism.

- Demonstrated experience working on collaborative research projects and/or developing research projects with community or grassroots partners.
- Strong research, writing, interpersonal, public speaking, and listening skills.
- Experience integrating race, class, and gender analysis into research priorities and projects.
- Ability to be a strong team player.
- Solid problem-solving and decision-making skills.
- Must demonstrate ability to work independently and conduct multiple projects and priorities concurrently.
- Experience conducting research in domestic, international, and/or cross-cultural contexts.
- Advanced proficiency in a second language strongly desired, particularly Spanish or a language of the Global South.
- Extensive travel, both domestically and internationally, required.
- Bachelor's Degree required. Advanced degree strongly preferred.

**Compensation and Benefits:**

**Starting Annual Salary:** Competitive salary based on experience (starting annual salary between \$60,000 to \$66,500 per year).

**Employment Benefits:** UUSC offers a generous benefits package including: health, dental, and life insurance, STD/LTD, 403(b) tax deferred annuity, retirement plan with 9% of salary contribution to pension plan after 1 year of job retention, flexible spending plans for medical and dependent care, commuter allowance, and generous paid time off.

**Non-Discrimination and Equal Employment opportunity:** UUSC is highly committed to the principle of equal opportunity in employment. People with disabilities, people of color, LGBTQIA individuals, and people from other diverse communities are encouraged to apply.

**Interested candidates may email a cover letter and résumé in confidence to: [employment@uusc.org](mailto:employment@uusc.org)**

or mail to: Unitarian Universalist Service Committee (Attn: Director of Human Resources)  
689 Massachusetts Avenue, Cambridge MA 02139

For more information about the Unitarian Universalist Service Committee,  
please visit UUSC Website at: [www.uusc.org](http://www.uusc.org)