



Job Description for: **Senior Research Associate**

Fors Marsh Group LLC (FMG) is an applied research firm located in Northern Virginia. Our primary mission is to leverage insights from the social sciences to better our client's human resource and marketing decisions. As a thriving small business, we are committed to providing growth opportunities to our employees and challenging them to provide the best possible research for our clients.

FMG is seeking an intelligent and motivated social scientist needed to work as part of a small organizational research team on a variety of Defense Department contracts. This individual would work in a senior research role, planning, directing, and monitoring small research teams. Some current projects include: a) modeling the attraction / recruitment decisions of organizational applicants, b) conducting survey research on youth vocational choice, and c) measurement and analysis of "brand" mental models.

Responsibilities include:

- Leading the design, execution, and interpretation of social-psychological field studies
- Preparing written research reports and articles summarizing research findings
- Conducting univariate and multivariate analyses through the use of SPSS and STATA syntax
- Planning and coordinating work across multiple research teams
- Coordinating with vendors and contracting organizations in support of projects
- Responding to ad hoc requests from Military Leadership and Congress
- Participating in strategic planning meetings and assisting research managers with development and procurement of future work

Qualifications:

- PhD in Industrial / Organizational Psychology or related field
- A minimum of three years professional experience leading research projects
- Demonstration of strong verbal and written communications skills
- Demonstrated ability to lead work teams
- Knowledge of at least one statistical analysis software package (SPSS and STATA are preferred) and Microsoft Office computer software applications
- Applicants may be subject to a low-level government security investigation and must meet eligibility criteria for access to sensitive information

We Offer:

- Engaging and highly-visible work
- Significant growth opportunities
- A highly collegial and intellectually stimulating work environment
- A company culture promoting work/life balance
- Highly competitive benefit/compensation package

Candidates should email their resumes, salary requirements, and availability to bg@forsmarshgroup.com.