

About The Equity Brain Trust

The Equity Brain Trust (TEBT) develops software solutions that enable diversity, equity and inclusion (DEI) professionals to help their companies and clients measurably improve DEI. We created a proprietary, industry-specific scoring methodology that operationalizes and standardizes what it means for a company to be equitable and a platform that collects, measures and analyzes data to guide and assess the impact of DEI strategy.

Our Mission

To enable individual and corporate citizens to take data-driven actions that create more equitable companies that create a more equitable world.

About the Research and Product Director

TEBT seeks a Research and Product Director to perform core business functions while we are early stage and to grow, lead and manage a team to support these functions as the company grows. Core business functions include all tasks associated with developing and refining multiple, industry-specific EIA Scores™ and reports and providing oversight and input into key aspects of the development of our technical solution Equiscore BI™. The Research and Product Director is expected to work in-person three days a week in our Baltimore office and to perform the duties outlined below:

(Please note that this is a range of activities that will be done over time; the activities below are not expected to be done at once.)

Essential Functions: Research

- Develop and refine multiple, industry-specific EIA Scores™
- Develop and refine reporting frameworks
- Maintain the TEBT codebook
- Oversee the development and process for refining industry-specific EIA Scores™
- Stay abreast of justice, equity, diversity and inclusion (JEDI) best practices and JEDI research
- Research and otherwise stay abreast of industry-specific JEDI challenges and opportunities to expand and enhance the EIA Score™
- Hire and manage research interns, fellows and staff
- Develop and oversee learning community of DEI practitioners
- Build community and partnerships with think tanks and advocacy organizations
- Provide content to support TEBT's content marketing strategy
- Use social media to post about TEBT activities and research
- Develop and lead the TEBT research agenda
- Write reports, blogs and briefs related to research findings
- Develop legislative and company policy recommendations
- Support TEBT staff in understanding our research and deepening our understanding of equity
- Design and implement research and score development strategies, plans and procedures
- Establish and monitor goals for performance and growth

Essential Functions: Product

- Partner with the development team to design, manage and refine the Equiscore BI™ platform including:
 - Provide changes to the components of the EIA Score™ as required and ensure implementation

- Gather feedback on user experience and recommend user-driven improvements
- Support/recommend user interface design upgrades/enhancements
- Advise and support development team on data models/database designs
- Make key decisions related to product design

Compensation:

The salary range is \$70,000-80,000 with a percentage of equity (amount to be determined) that is subject to a vesting period and three weeks paid leave. Health insurance is not currently available but will be in time.

Minimum Qualifications:

- Master's degree in sociology, political science, social work or similar field
- Experience utilizing both qualitative and quantitative research methodologies in a professional context (applied research experience desired)
- Five years of professional work experience
- Demonstrated interest in justice, equity, diversity and inclusion
- Strong editing and writing skills
- Strong attention to detail
- Personal commitment to and/or agreement with TEBT's values
- Comfort with a fast-paced environment and figuring things out in real time

To apply:

Email your cover letter and resume to HR@theequitybraintrust.com. Please include "Research and Product Director position" in the subject line.