

## Senior Researcher

### Job Description

Reports to: Head of Research / Executive Director

Grade: 5 (Senior Manager)

### About Positive Money

Positive Money is a leading international progressive research and campaigns organisation seeking to reform the money and banking system. We produce ground-breaking research and policy proposals, inform the public and politicians, regularly appear in the media, and mobilise the public behind people-powered campaigns. We believe in radical systems change, and we work across three key areas: democratising money and banking, a green and fair European Central Bank (ECB), and financing the just transition in Europe.

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We are committed to cultivating a culture of support, respect, open communication, and collaboration that encourages creativity and innovation. We foster an environment where diverse perspectives are valued and where work arrangements are tailored to accommodate individual needs, ensuring every team member can contribute their best work.

### About The Role

Positive Money has developed into an international organisation, having begun in the UK in 2010, before setting up offices in the EU in 2018. In just a few years, Positive Money Europe has produced numerous high-impact research pieces that were cited by the European Central Bank (ECB) and national central banks. This role is an exciting opportunity to deliver an ambitious research agenda with a focus on the role of the ECB for delivering a fair, democratic and sustainable economy. You will produce in-house research while also managing research projects with external partners and work closely with the policy team to produce policy briefings and provide the team with accurate facts and evidence, making sure our campaign messaging and proposals are rooted in rigorous analysis. This role normally reports to the Head of Research, but due to maternity leave, the role will report directly to the Executive Director.

### About You

This is an exciting opportunity for an excellent communicator, with a strong track record of success as a research assistant, researcher and/or economist. You're passionate about new

economic thinking, have strong quantitative and analytical skills and are able to quickly absorb, organise, and concisely convey new information about often complex issues. You share our commitment to an inclusive and diverse team, and our culture of being open-minded, ambitious, respectful and self-aware.

## Accountabilities

### Strategy

- Develop strategies for research projects
- Support the Executive Director in delivering the research programme strategy and the wider organisational strategy

### Delivery

- Work with the Positive Money Europe's Researcher on delivering on the research programme strategy
- Lead and manage the delivery of certain research projects from start to finish, including with external consultants or partners
- Write proactive and reactive research reports, briefings, and blog posts on a range of money and banking reform topics, as well as other research outputs
- Support Positive Money Europe's advocacy and communication programs by providing research-based evidence and quick analysis of current events
- Monitor developments in EU institutions, banking industry and in Eurozone monetary policy and key Eurozone statistics
- Ensure that the Positive Money's proposals remain relevant to external changes in the economy, policy, regulation, technology, and politics
- Coordinate with the advocacy team on the development of policy proposals and research needs
- Be accountable for all deliverables across all projects assigned to the research programme
- Develop and maintain project management documentation such as project descriptions, project plans, budgets and ensure regular evaluations are carried out
- Contribute to funding applications and grant reporting and delegate where appropriate
- Anticipate and manage short, medium and long-term risks within the research programme
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### People

- Line manage, develop and motivate our Researcher
- Ensure everyone in the Research team is clear on their accountabilities and timelines, and have the support required to do their jobs effectively
- Identify needs that could improve the effectiveness of the research team e.g. skills gaps, training needs, resource constraints, and take steps to address them

- Actively pursue integrated working with the advocacy and communication teams
- Provide effective and empathetic communication, making team members feel safe and heard

#### External

- Represent Positive Money Europe externally to a range of different audiences and stakeholders such as civil society, policy makers and academic communities
- Create and develop strategic relationships with funders, policymakers and other researchers (including academics, central bankers, regulators and experts within the financial sector)
- Engage and coordinate the work of external researchers in our research agenda

#### Culture

- Communicate both internally and externally with self-awareness, respect and transparency
- Implement strategies and practices to dismantle oppression within the research programme, and embed anti-oppression thinking in our research projects
- Role model [our values and principles of work](#) within the organisation and externally
- Proactively support others to excel in their roles
- Take personal responsibility for your work, setting an example to team members

### Person Specification

#### Skills & Experience

- Excellent written and verbal communicator, capable of writing research papers, policy reports, op-eds and other communications for a wide range of expert and non-expert audiences
- Track record of success as a research assistant, researcher and/or economist
- A Masters Degree in social sciences with focus on economics, finance and banking, environmental studies, socio-economics
- Strong quantitative and analytical skills
- Willingness and ability to provide commentary on policy developments, often under tight deadlines
- Some knowledge of current Eurozone economic policy and political developments
- High degree of initiative and attention to detail
- Strong track record of managing people and projects successfully
- Excellent interpersonal and relationship-building skills to work with external researchers
- Proficiency in German, Dutch, or a language from a region underrepresented in European monetary and financial discourse is a plus

#### Values & Behaviours

- Passionate about our mission of redesigning our economy for social justice and a liveable planet;

- A problem solver, willing to dive into uncertain or complex new areas of work;
- Ability to work autonomously, effectively and efficiently;
- A commitment to continued learning on anti-oppression concepts;
- High level of self-awareness. Skilled in reflecting on your own behaviours and practices and working to change them where necessary;
- Commitment to demonstrating [our values and principles of work](#) in your work.

*We invite anyone who is interested to apply, regardless of background, experience, or credentials. We aim to select candidates based on performance in our selection process and actively try to minimise the influence of our biases. There is no perfect candidate, so if you can picture yourself thriving in this role, we'd love to receive an application from you.*

## Terms and Conditions

**Contract:** The role is for a maternity cover with a determinate 1-year contract (Belgian "contrat à durée déterminée". The researcher will be hired ideally as soon as possible but we can be flexible for the right candidate. Flexible start date is negotiable. The possible renewal of the contract or change into permanent contract will be subject to performance and funding. We are open to freelancers and contractors applications from Belgium or outside of Belgium, on the condition of regular travel to Brussels.

**Salary:** €41,280 gross annual salary for part-time 80% (paid in 12.92 salaries), pension scheme of 4.5% of gross annual salary. Automatic indexation of gross salary to account for inflation.

**Benefits (pro rata if working less than full time hours):** Positive Money is committed to developing our employees, and being a supportive, flexible and compassionate employer. We offer a range of benefits to EU staff including:

- 4 extra legal holidays on top of the statutory holidays for the first year of employment (Part-time 80%)
- Meal vouchers, which can be spent in supermarkets & most restaurants, of €7/worked day
- Transportation cost of €52/month
- Work from home allowance of €121.36/month
- DKV health insurance coverage
- Phone allowance of €10/month
- Representation fees (Belgian "Frais de représentation") of 150 euros
- Remote work from abroad in Europe up to 3 months per year

**Location:** Flexible between working in our Brussels office (Square Ambiorix 10, 1000, Brussels) and working from home in Belgium.

**Hours:** Part-time (30.4 hours). We will consider flexible working requests.

### Hiring Process:

- Please complete the application form [here](#) by March 10th at 9am CET
- Selected candidates will be invited to do a short online written assessment by March 24th
- Selected candidates will be invited to two rounds of interviews (one online and one ideally in person) at the end of March.

**Start date:** Ideally as soon as possible, but we can be flexible for the right candidate.

*Positive Money is committed to providing equal employment opportunities to all qualified applicants and do not discriminate on the basis of race, colour, ethnicity, religion, sex, gender, gender identity and/or expression, sexual orientation, size, national origin, disability, age, marital status, pregnancy, parental status, or genetic information. We are committed to hiring and retaining a diverse, culturally competent staff at all levels of the organisation. We strongly encourage people from racialised communities, LGBTQIA+ individuals, persons living with disabilities, women, non-binary individuals, and people of various socioeconomic backgrounds to apply for this position.*

*We are committed to making our hiring process as accessible as possible. To request a special arrangement, please email [ines.lili@positivemoney.eu](mailto:ines.lili@positivemoney.eu).*