

**Position:** Research Associate  
**Location:** New Delhi  
**Department:** Research  
**Reports To:** Director – Chairperson’s Office  
**Job Type:** Full-Time

**Job Description:**

**Role Overview**

Satyarthi Movement for Global Compassion (SMGC) is seeking a Research Associate with 10+ years of experience in conducting qualitative and quantitative research and analysis. The ideal candidate will demonstrate a proven track record in designing and executing research projects, analyzing data, and delivering valuable insights and recommendations based on their findings. This role necessitates a deep understanding of research methodologies, robust project management abilities, and effective collaboration with internal and external stakeholders to advance the organization's mission.

**About Satyarthi Movement for Global Compassion (SMGC)**

The Satyarthi Movement for Global Compassion aims to globalize compassion and ignite ‘compassionate action’ and ‘compassionate leadership’ in the world to ensure justice, equity, peace and sustainability for all. SMGC aims to create paradigm shifting social transformation and meaningful impact at scale through power of compassion.

We focus on creating ‘Compassionate Communities’, extensive research and training, experiential learning, high level dialogues and conferences. SMGC encompasses grassroots activists, youth leaders, Nobel Laureates and global changemakers from all walks of life.

Our Core Values are Compassion, Excellence, Honesty, Courage and Humility.

**Research Priorities:**

Central to the work of SMGC is the compassion quotient (CQ), which is a measurable metric of compassionate action and compassionate intelligence. To develop this work, SMGC aims to undertake in-depth research, inviting international experts to work alongside an in-house team. Research will also be informed by practitioners of compassion in action, ranging from youth leaders in SMGC’s compassionate communities to well-known figures who have dedicated their lives to effecting change through compassionate action. The objective is to enhance active learning and practice, creating training programmes based on our research and cultivating outreach and advocacy strategies focused on placing compassion in action at the heart of national and international policy.

Research activities will include monitoring, evaluation, and learning on the effectiveness of compassion-based interventions and programmes and contribute to the evidence base for compassionate action.

**Proposed areas of focus include:**

- **Compassion Quotient (CQ):** measurement of compassionate intelligence (feeling, motivation to action, knowledge to deliver positive impact) to develop the theory for CQ.
- **Neurobiology of compassion:** exploration of neural mechanisms around compassion, altruism, pro-social behaviour.
- **Psychology of compassion:** investigation of the cognitive and emotional processes that contribute to compassionate intelligence.
- **Social and cultural influences on compassion:** examinations of social norms, cultural contexts, and power dynamics and their impact on compassionate intelligence.
- **Technology and compassion:** the role of technology in supporting the development of compassionate intelligence and promoting compassionate communication and collaboration.
- **Training and education:** develop educational resources and deliver in-person and virtual training programmes, seminars, and international conferences. These will focus on cultivating compassionate intelligence, targeting community leaders, business leaders, international organisations, and governments.

### **Key Responsibilities:**

#### **Strategic Planning:**

- Collaborate with stakeholders to identify research priorities aligned with organizational needs.
- Contribute to the development and execution of the organization's research strategy, ensuring alignment with objectives and resource allocation.

#### **Research Design and Implementation:**

- Lead the development and execution of primary and secondary research by utilizing experimental design, observational studies, and other relevant methodologies.
- Design experiments, surveys, training material and other interventions.

#### **Literature Review and Synthesis:**

- Stay abreast of relevant developments in social sciences, psychology, and behavioral sciences.
- Conduct comprehensive literature reviews to identify gaps in current knowledge and propose innovative research directions.

#### **Data Collection and Analysis:**

- Oversee data collection and analysis using a variety of research methods, including statistical analyses and qualitative assessments.
- Serve as the key research advisor to the Chairperson and the leadership team, providing insights and recommendations based on the latest research and industry trends.

#### **Project Management and Collaboration:**

- Manage research projects from conception to completion, ensuring adherence to timelines and budgets.
- Collaborate with esteemed academic experts from universities and research institutions to leverage their expertise and resources in research endeavors.
- Write case studies highlighting successful initiatives and lessons learned.

- Maintain the highest standards of research quality and ethical conduct, guiding the research team and ensuring compliance with regulations.

**Publication and Dissemination:**

- Prepare and explore opportunities to publish in peer-reviewed journals at various national and internal forums.
- Effectively document research findings through reports, presentations, and other dissemination channels.

**Qualifications & Skills:**

- Master's or Ph.D. degree in a relevant field (e.g., psychology, sociology, market research, business administration) preferred.
- Minimum of 10 years of hands-on experience in conducting research, with a focus on both qualitative and quantitative methodologies.
- Proven expertise in designing and implementing research studies, including primary data collection and secondary data analysis.
- Proficiency in statistical analysis software and qualitative analysis tools.
- Experience in writing case studies.
- Strong analytical skills and the ability to interpret complex data sets to generate actionable insights and recommendations.
- Excellent written and verbal communication skills, with the ability to present research findings clearly and persuasively to diverse audiences.
- Demonstrated project management skills, including the ability to manage multiple projects simultaneously and meet deadlines.
- Collaborative team player with strong interpersonal skills and the ability to work effectively in a fast-paced, dynamic environment.

**Number of Vacancies:** 1

**Location:** New Delhi

**To know more about SMGC, you can visit the below links:**

**SMGC Website:** <https://satyarthimovement.org/>

**SMGC Concept Note:** <https://heyzine.com/flip-book/2e5610292d.html>

**SMGC Introductory Video:**

<https://workdrive.zohoexternal.com/external/3deab81e683f902fcf1bb6d9c4c9c45139913bffbb89d491dc5c2f3751543b1f>

**LinkedIn:** [Satyarthi Movement for Global Compassion](#)

**Instagram:** [SMGC Official](#)

**Facebook:** [SMGC Official](#)

**Twitter:** [SMGC Official](#)

SMGC is an equal opportunity employer. We encourage candidates from diverse backgrounds to apply.

## To Apply

- Interested candidates with relevant experience may send their application mentioning “Research Associate” in the subject line, along with CV and cover letter justifying suitability for the position – role fitment based on present & past work experience to: [recruitment@satyarthimovement.org](mailto:recruitment@satyarthimovement.org) by **5<sup>th</sup> August 2024**
- Please indicate Current/Last drawn compensation & expected compensation in your application