

Are you a passionate researcher with experience in designing, executing, and analyzing behavioral experiments? Are you interested in applying your skills in commissioned research and helping stress-test public policies? If so, we would love to hear from you!

Behavia is looking for several candidates at different levels (Junior, Senior, and Director) to join our growing teams in Europe and Saudi Arabia as

BEHAVIORAL SCIENTISTS

JUNIOR/SENIOR/DIRECTOR LEVEL

50%-100% FTE

WHO WE ARE

Behavia is a leading behavioral science consultancy operating in Europe and Saudi Arabia. We apply behavioral insights to tackle policy and societal challenges by conducting field, online, and survey experiments. Working closely with our clients, we rigorously test which solutions work best under controlled conditions. Our growing team is passionate about translating research insights into practice, thereby making a meaningful impact.

JUNIOR/SENIOR BEHAVIORAL SCIENTIST

If you have recently completed your Master or PhD and want to start or advance your career in behavioral sciences, this role is for you. As a (Junior/Senior) Behavioral Scientist, you will work closely with Behavia's directors on projects for public sector clients in Europe and Saudi Arabia. You will be part of small, dynamic teams, contributing your analytical and communicative skills to support research experimentation, and policy advising.

Your tasks

- Conducting background research and literature reviews
- Designing and programming behavioral experiments and surveys
- Analyzing client data and experimental results
- Presenting insights to clients and stakeholders

Your profile

- Master's or PhD in Behavioral Economics, Experimental Economics, Behavioral Science, Psychology, or a related field
- Experience in programming experiments and/or surveys
- Ability to explain complex experiments to non-academic audiences
- Strong statistical skills (e.g., R, Stata, SPSS, Python)
- Proficiency in PowerPoint
- Ability to work remotely in an international team
- Fluency in English (mandatory), Arabic or German is a plus

DIRECTOR

If you have a strong track record in delivering outstanding research or consulting projects and enjoy working at the intersection of applied research, behavioral science, and public policy, we would like to meet you. As a director at Behavia, you will take on leadership responsibilities and work closely with Behavia's managing directors, researchers, and partners to deliver the best results for our clients.

Your tasks

- Leading smaller teams and managing projects from start to finish

- Being the main point of contact for our clients, organizing project plans and overall project coordination
- Developing conceptual solutions and driving their implementation
- Guiding behavioral scientists in data collection, analysis, and reporting
- Presenting key insights to high-level stakeholders and policymakers

Your profile

- A minimum of five years of professional experience in applying behavioral sciences and experimental research in the public or private sector
- PhD in Behavioral Economics, Experimental Economics, Behavioral Science, Psychology, or a related field
- Proven experience in consulting and leading multi-stakeholder projects
- Proven experience in developing presentations, policy reports, or frameworks
- Proven experience in experimental design, survey programming, and data analysis
- Proven ability to communicate complex research to non-expert audiences
- Excellent organizational and project management skills with the ability to handle multiple interrelated deliverables within tight deadlines
- Strong leadership and client management skills
- Ability to work remotely and collaborate in an international setting
- Fluency in English (mandatory), Arabic or German is a plus

WHAT TO EXPECT FROM US

Locations

- Europe: Fully remote work with occasional travels to connect with colleagues and clients in person
- Saudi Arabia: Mainly on-site work at our clients' premises, otherwise remote working

People

- Colleagues and partners from diverse backgrounds, different cultures and nationalities

Contracts

- Direct hire for EU nationals in Germany, Portugal, Austria, or Greece
- Direct hire for Saudi nationals in Saudi Arabia
- Freelance agreements for other nationalities - please note that Behavia cannot sponsor Iqama/work visas

Work-live balance

- Arrangements from 50% to 100% FTE (full-time equivalent) are possible

Duration

- Fixed term contract for 12 months with potential for extension

Compensation

- Europe: Salaries are based on TVÖD/Bund pay scale with Level 13 for Junior/Senior roles and Level 15 for Director roles
- Saudi Arabia: Please state your salary expectations in your application

We look forward to receiving your application, including a short letter of motivation, your CV, and your earliest starting date. The positions remain open until filled.

CONTACT

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