

**Here we grow again! To facilitate our continued growth, Pollara Strategic Insights is seeking to hire 3 client-facing Senior Research Managers.**

**If you are a self-starter with 3-5 years of research experience and a passion for providing clients with impactful research-based strategic advice, please contact us at [information@pollara.com](mailto:information@pollara.com).**

## ABOUT POLLARA

Founded in 1985, Pollara Strategic Insights is one of Canada's premier full-service research firms. Led by a collaborative team of senior research veterans who are passionate about conducting research through hands-on creativity and customized solutions, we take full advantage of our comprehensive toolbox of groundbreaking, industry-leading quantitative and qualitative methodologies and analytical techniques. At Pollara, we are committed to discovering the influential undercurrents below the surface of topline data and identifying our clients' key segments and what motivates them – so that we can provide clear, actionable, and realistic strategic advice that has a beneficial impact upon our clients' decisions and plans. For more information, please visit [www.pollara.com](http://www.pollara.com).

## HIRING 3 SENIOR RESEARCH MANAGER POSITIONS

We are seeking to hire 3 client-facing Senior Research Managers to collaborate with, and support, senior team members at the Senior Vice President level and above. As a member of our rapidly growing research team, you will help to influence our future growth and success by being a key team member for our strategic client engagements, including proposal writing, research design, project management, client liaison, analysis, reporting, recommendations, and presenting results.

Senior Research Managers play a key role on our team, helping to manage and lead projects and accounts, while working with – and being mentored by – highly-respected senior research leaders to understand sectoral issues, research approaches, and new, cutting-edge techniques. You will be responsible for managing projects for specific key accounts from start to finish and will be involved in all stages of projects' design-through-deliverables lifespan.

You will be working with leading companies and brands, supported by a passionate, committed, intelligent, collaborative, diverse, and friendly team of researchers. And, you will be a part of our company's continued momentum, sharing and launching your own ideas for new products and models as well as learning new, industry-leading approaches to project design and research analysis.

We are seeking respected researchers with proven experience in using a range of quantitative methodologies to provide strategic research and insight to clients while nurturing client relationships. Qualitative experience and expertise is also a definite asset. You are curious in understanding the "who" and "why" behind topline results, and are a creative thinker that adds value, perspective, and new approaches to consultations and insights. You take ownership of projects and sweat the details. You wow clients with a focus on accuracy, quality, partnership, clarity, integrity, responsiveness, managed expectations, an enthusiastic "can do" attitude, and actionable, strategic insights.

### Role & Responsibilities:

- On small projects and client accounts, independently lead and manage research studies through design, execution, analysis, and reporting phases with exemplary level of ownership, attention to detail, and quality control
- On intermediate projects and client accounts, lead and manage research studies through all phases, with indirect or direct, involved supervision, as appropriate.

- On larger projects and client accounts, fulfill a key, collaborative role on a broad research team committed to a client project, with supervision.
- Act as responsive client contact, providing proactive progress updates as well as answers and solutions
- Contribute to client briefings and meetings, and develop presentation skills
- Develop and author persuasive, impressive proposals
- Manage multiple tasks and project elements simultaneously.

### **Requirements:**

- 3-5 years of experience in the research industry, preferably with a wide variety of methodologies, project types, and client types and sectors
- University Degree (Honours, Minimum) in Political Science, Sociology, Psychology, Statistics, or related analytical fields. Graduate degrees are an asset.
- Strong research design and interpretation skills
- Excellent analytical and data analysis skills
- Understand appropriate use of advanced analytics, sampling, weighting
- Excellent multi-tasking and organizational skills
- Excellent written and oral communication skills
- Strong attention to detail and quality control
- Fast, eager learner committed to taking ownership of tasks and going above and beyond for clients
- Ability to work effectively both independently and within a team
- Demonstrated skills in using Microsoft Word, PowerPoint, and Excel. Expertise in additional software and platforms is an asset.
- Strong skills and experience in traditional in-person and/or online focus group moderation and associated analysis and reporting are a valued asset
- Strong skills and experience in online discussion forum moderation and associated analysis are an asset
- Advanced statistical analysis skills and knowledge are an asset
- Written and verbal fluency in French and other languages is an asset
- Skills and comfort with web/social media analytical platforms are an asset
- Location: Currently, we are 100% working from home. Once the pandemic further recedes, we would like our SRMs to attend a full-time office or hybrid work situation in Toronto or Ottawa. However, we are open to considering a 100% remote work situation for candidates located in these regions or elsewhere in Canada.

### **Pollara Embraces Diversity and Inclusivity**

- Pollara believes that a diverse workforce is a strength. Each employee's unique background, experiences, and perspectives enhance and contribute to the fabric of our workforce, the relevancy and effectiveness of our research solutions, and our professional relationships with our clients, respondents, and suppliers.
- We are committed to attracting, developing, and retaining the most talented individuals regardless of their ethnocultural or racialized background, sexual orientation, gender identity, religion, age, and physical ability. These practices are fundamental to the success of our company and our society.
- Our commitment to respecting, supporting, and welcoming diversity is embedded into every aspect our corporate activities and culture. We do not tolerate discrimination or intolerance in any form. Through strict adherence to these commitments as well as rigorous processes and monitoring, we foster an inclusive and supportive workplace culture that always respects and values the diverse backgrounds of all of our employees, without exception.

### **Process**

- To [information@pollara.com](mailto:information@pollara.com), please send your current CV and a letter detailing the position for which you are applying, why you are interested in this position at Pollara, the key strengths you would bring to the role, and the areas where you would like to further develop your career skills and goals.
- Timing: Our goal is to conduct short-list interviews and hire these new positions in September 2022.
- We truly appreciate the time and effort that you will put into your application as well as your interest in joining the Pollara team. Thank you very much in advance. However, due to the high volume of applications that we anticipate receiving, we will only be contacting short-listed candidates.