

IEA is an independent, nonprofit research organization. We conduct international and national large-scale comparative studies of educational achievement and other aspects of education, with the aim to research, understand, and improve education worldwide. At IEA Hamburg more than 150 employees are involved in managing the different tasks of a study ranging from sampling to data analysis. Our experts also provide a wide array of services related to international and national surveys and assessments.

We have an immediate opening for a full-time (40 hours/week)

Co-Unit Head of the Research and Analysis Unit (f/m/d)

With more than 10 staff members, the Research and Analysis Unit (RandA) conducts methodological and substantive research, statistical analyses, capacity building, consultancy, and training. A key task of the unit is the design, development, and implementation of scaling methodologies for IEA and other international large-scale assessments. The unit is responsible for all stages of the scaling process, from methodological development to operational implementation, and quality assurance. The offered position includes the lead of the scaling team within RandA.

In addition, RandA supports reporting and table production for selected international and national studies. Further, RandA contributes to the development of innovative assessment methodologies, promotes the effective use of IEA data, and supports researchers, study centers, and external partners worldwide.

We are looking for an experienced researcher and leader who brings:

- Several years of leadership experience and a genuine interest in people management
- Experience in analyzing international large scale study data including scaling methods
- Excellent communication skills (English required; spoken and written; German desirable)
- Strong problem-solving skills and a solution-oriented mindset
- The ability to build and maintain productive relationships with collaborators, clients, and research partners
- A collaborative and visionary mindset and the commitment to work closely across IEA Hamburg units and with IEA's management
- Experience in an international and multicultural working environment
- Experience working in the field of international large-scale assessments

Your profile:

- A doctoral degree in psychology, education (with a quantitative focus), statistics, or a related field
- A strong research background with expertise in survey methodology, psychometrics, advanced statistical analysis, or related quantitative methods
- Extensive experience conducting and supervising research in the field of international large-scale assessments
- Experience working in complex environments and the ability to prioritize competing demands
- A strong publication record and experience acquiring and leading research projects
- Experience collaborating with universities, research institutes, and international partners
- Experience in resource planning, budgeting, and controlling

Key responsibilities for the position include:

Leadership and strategic responsibilities

- Lead the Research and Analysis Unit (RandA) together with the Co-Unit Head

- Lead the scaling team within RandA
- Plan and oversee personnel recruitment and staff development
- Plan and oversee resource allocation, budgeting, and controlling
- Contribute to the strategic development of the unit
- Establish and maintain effective planning and communication structures
- Foster a collaborative, inclusive, and positive work environment
- Coordinate and further develop research activities across IEA
- Represent IEA internationally

Scientific and project responsibilities

- Lead scaling work and other study-related tasks within RandA
- Develop research and/or project proposals
- Acquire and lead research and consultancy projects
- Supervise methodological and substantive research
- Publish scientific work
- Provide methodological support
- Organize workshops and capacity building
- Maintain and expand IEA's international research network

We offer:

You can look forward to a varied and responsible leadership position in an engaged and collaborative team within an international research environment. We are a science-oriented research institute with an international workforce. As a family-friendly company (Hamburger Familiensiegel), we offer the possibility of mobile work (40%), an annual training budget per employee, job ticket, company pension provision, supplementary health insurance and various health care services.

If you are interested, please submit your complete application (including your curriculum vitae, relevant references and certificates, salary expectations, and availability no later than 14 September 2026. We welcome applications via email at: bewerbung@iea-hamburg.de, subject: Co-Unit Head RandA (0752)

For further information please contact:

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