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)

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, develops and applies innovative methodologies for large-scale assessments, provides research and analytical services, promotes capacity building, and supports the dissemination of research findings. RandA contributes to advancing educational research worldwide through its work with IEA and other international and national large-scale studies.

As Unit Head, you will provide scientific and strategic leadership for the unit, guide the professional development of staff, and further strengthen RandA's role as an internationally recognized center of expertise in educational research, assessment methodology, and data analysis. You will work closely with colleagues across IEA as well as with researchers, study centers, and other stakeholders worldwide. You will oversee RandA's scientific and methodological work, including research, scaling and other analytical services, and capacity-building activities.

We are looking for an experienced researcher and leader with:

- Demonstrated experience in leading and developing teams, including personnel and resource management
- Excellent communication and interpersonal skills (English required, written and spoken; German desirable)
- A doctoral degree in education, psychology, statistics, psychometrics, survey methodology, sociology of education, or a related field
- Extensive experience conducting and leading research projects in the context of international large-scale assessments
- A strong publication record and established professional networks
- Strong strategic thinking and the ability to balance scientific, operational, and organizational priorities
- Experience working in international and multicultural environments
- A collaborative leadership style and commitment to scientific excellence and innovation
- Experience acquiring, managing, and delivering research and consultancy projects

Key responsibilities:

- Lead RandA and its scientific, operational, and strategic development
- Manage, mentor, and develop a team of researchers and analysts
- Oversee the delivery and quality of RandA's research, methodological, analytical, and consultancy activities
- Direct methodological work related to educational measurement, scaling, survey methodology, and quantitative analysis
- Shape and support research ideas within the unit, from concept to publication
- Ensure effective resource planning, budgeting, and project oversight
- Promote innovation and methodological advancement across IEA studies and projects

- Develop research initiatives, partnerships, and external funding opportunities
- Work closely with other IEA units to ensure that RandA's research and methodological work supports international studies, while maintaining strong collaborations with external partners
- Represent IEA and RandA in international scientific and professional networks
- Support the dissemination of research findings and the translation of evidence into practice and policy

We offer:
The position offers the opportunity to shape RandA's scientific direction and contribute to research and methodological developments in international education studies. We are a science-oriented research institute with an international workforce. The position is based in Hamburg, with regular on-site presence required. As a family-friendly employer, we offer up to 40% mobile work, an annual training budget per employee, job ticket, company pension provision, supplementary health insurance, and various health care services. In principle, there is the possibility of part-time employment.

If you are interested, please submit your application, including your CV, relevant references and certificates, salary expectations, and earliest starting date, by 15 December 2026. We welcome applications via email at: bewerbung@iea-hamburg.de, subject: Unit Head RandA (0756)

Information on how we handle personal data collected within the context of your application are available here: Informationen_Art._13_DSGVO_Bewerber_deu_hr.pdf

For further information please contact:

IEA Hamburg I Human Resources I Überseering 27 I 22297 Hamburg I Tel. +49 (0)40 48500 545 I bewerbung@iea-hamburg.de I www.iea.nl