



YOUTH POLICY LABS IS LOOKING FOR AN EXPERIENCED YOUTH RESEARCHER AS

RESEARCH COORDINATOR (D/F/M) EUROPEAN YOUTH PROGRAMMES

IN A NUTSHELL // You are enthusiastic about research methodology and love developing research instruments? You care about the robustness of quantitative and qualitative data, and enjoy creating evidence for policy and practice? You not only love to create such evidence, but are equally passionate about sharing your findings with diverse audiences? You are a quick thinker and can smoothly switch contexts across geographies, policies, institutions and networks? You might just be who we are looking for to join our team in Berlin this autumn!

THE LABORATORY // We are a small, creative, slightly rascally research agency in the youth sector. You can see some of our work on youthpolicy.org. We have a quirky, punchy international team of participatory research, public policy and open data aficionados at our office in Berlin, including the transnational research team of [the RAY Network](#) – and are looking for a research coordinator to lead that team.

THE EXPERIMENT // We think, we do, and if necessary we disrupt – right where research, policy and practice meet. We don't bite our lips when there is something to be said, and we don't twiddle our thumbs when there is something to be done. We try and recreate the diversity of the world, as much as that's possible in a small team, and do our best to make everyone feel welcome. We believe in the power of openness, and work for and with open source data, knowledge and software.

THE GRIND // We develop, use, critique and refine quantitative and qualitative research instruments in the youth field. We dive into, dissect and assemble data sets – small or big, clean or messy. We scrutinise, discuss and describe the meaning of data – brief or sweeping, inconspicuous or controversial. We draft, critique and edit articles, factsheets and reports – short or cheeky, long or thoughtful.

YOUR BACKGROUND // Your life, your studies, your work, your engagement, and/or your curiosity – in whichever combination – have equipped you with a robust understanding of the youth field in Europe, and sincere appreciation for the scientific method. You know how to combine logical thinking and perceptive empathy, and translate both into sharp and adaptive communication. You do not blindly worship your own analytical mind or gut instincts, and are able to identify and constructively deal with different biases. You appreciate the academic vigour of good youth research as much as the professional intuition of youth field practitioners.

YOUR STRENGTHS // You embrace diverse ways of gathering, analysing, understanding, interpreting and presenting data. You are able to consider different perspectives, but more importantly you realise that walking in someone else's shoes can never replace letting people speak for themselves. You are able to take care of yourself, especially in times of high time pressure and high adrenaline.

YOUR WEAKNESSES // You love good coffee and good research, and go to great lengths for both. You really do not love the status quo of our world, probably right now more than ever before in your lifetime. You dislike being micromanaged, though are not afraid to ask when you need guidance and advice. You equally dislike micromanaging others, though do not hesitate to step in with support when asked.



OUR SEARCH // We are looking for an experienced youth researcher (d/f/m) to join the [transnational re-search team](#) of the RAY Network as the research coordinator. Importantly, a large part of your work will be outward-facing and happen in close collaboration with key actors of the RAY Network: the hosting Finnish National Agency, the Strategy Group, and the agencies and research partners that constitute the network. This position therefore requires not only solid research experience, but also considerable strategic thinking, policy contextualisation and research communication skills. We know that this particular kind of hybrid is not yet common, and do not expect you to be equally good at everything this job requires. We do expect, however, that you are interested in learning and improving, and will support you on the way.

OUR OFFER // We offer a limited-term contract for 5 days/week (36 hours), starting later this year¹, until the end of 2027,² with a probationary period of six months. We will equip you with a laptop, an office workspace with a height-adjustable desk, keyboard, trackpad and a second screen, and will help to equip your home-office, too. Payment is aligned with TV-L and the salary level applicable to your degree and/or qualification (up to TV-L 14)³. Fair warning: this position requires frequent travel, usually during the work week but occasionally including weekends, and is not easily combinable with raising little ones.⁴

OUR PLEA // Again and again, research shows that women of all ages underestimate the strength of their own competences. Here is a recent example [on leadership in universities](#). Our own recruitment experience shows the same pattern. What we are trying to say: Stop doubting yourself! When we say ‘experienced’ we do not mean ‘has seen and done everything and has nothing left to learn’. We will teach you what you need to know, and what we cannot teach you, we will learn together.

TEMPTED? // We look forward to receiving your application – without a photo, preferably in one pdf – by July 5, 2025 to tempted@youthpolicy.org.⁵ To start with, we only need a short CV and a letter of motivation. Don’t worry if your CV does not show a perfect research carrier, we know this is the youth field and people have all sorts of formally and informally acquired skills. In your letter, we would like you to answer two out of these four questions:

- › What is the best piece of youth research you have come across? What makes it so great?
- › What is the worst piece of youth research you have come across? What makes it so terrible?
- › What is the best data visualisation on youth you have come across? What makes it so great?
- › What is the worst data visualisation on youth you have come across? What makes it so terrible?

Beyond that, tell us what you’d like us to know! If you think it’s important we know why you studied what you studied, let us know. If you think it’s more significant to tell us about the motivation for your activism, do that instead. Or do both. It’s your choice. Make this letter yours, don’t be shy⁶, be humorous, ironic, reflective, cheeky – and have fun writing it!

We will conduct first-round conversations with selected candidates in the second half of July, and ask a shortlist of candidates to complete a job-related task in a second round in the first half of August.⁷

¹ Our preferred start date is mid-September, but we can also make a later start date possible. It is, however, crucial that you can attend the Network Meeting of RAY between 23 and 25 September 2025 in Copenhagen, Denmark. We will cover the costs, of course.

² This marks the end of the current programme generation for all European Union programmes, and we do not yet know whether this position will continue to exist in the next programme generation starting, which will start in 2028. It’s possible, but undecided.

³ Here is some [information about TV-L in general](#) as well as the [current payment scheme](#). If all of this is a mystery to you, don’t hesitate to ask – we will be happy to explain! And if you don’t want to ask quite yet: it’s a decent salary.

⁴ Trust us, we have tried: it’s hard! But in case you are wondering: we have young parents on our team, kids are always welcome in our office, working from home is **never** an issue, and when your kids (or you) are sick, you don’t work, and our team handles what needs to be done while you focus and recover.

⁵ If you have questions and/or would like to chat to the current team before applying, write to the same address!

⁶ We are a fairly multidisciplinary—and fairly queer—team, so don’t worry too much about fitting in: you’ll be fine :)

⁷ We will gladly work around your commitments in that process, so again: no worries!