Research & Data Specialist – Re:Match

Full-time • remote (core hours CET) with occasional travel to Germany • fixed-term to 31 Dec 2026 (extension subject to funding)

1 | Berlin Governance Platform (BGP)

The Berlin Governance Platform gGmbH is a non-profit think-&-do tank that promotes *transparency, participation and cross-sector dialogue* to solve societal challenges. We convene policymakers, business, academia and civil society and design governance concepts that deliver sustainable, public-interest solutions reflecting diverse perspectives.

2 | About Re:Match / Re:MatchJob

Re:Match is BGP's flagship social-innovation project, co-funded by the European Social Fund (ESF) and the Deutsche Postcode Lotterie. Using an algorithm-based matching procedure, we relocate Ukrainian refugees currently hosted in Poland to German municipalities on the basis of their individual profiles and preferences. This project phase will place a special emphasis on participants' labour-market qualifications and the skills needs of local economies.

3 | Your Role

You will be the project's **data lead**, transforming a rich but fragmented evidence base into actionable insights and powering our matching algorithm as well as the project's monitoring & evaluation (M&E).

Core responsibility	Indicative Activities you will own*
Labour-market & refugee-profile research	• Conduct desk research on German municipal job-market data and Ukrainian refugee skills datasets; produce synthesis briefs
Data-source mapping & documentation	• Compile and maintain an inventory of external datasets; write "Data-Source Summary Report"
Municipality & stakeholder engagement (research lens)	• Prepare outreach lists; co-design and document workshops / focus groups with municipalities, refugees and job-market experts • Cultivate and steward day-to-day collaboration with our tech partner **Pairity** ensuring smooth data exchange, aligned timelines and shared decision-making.
Data-quality assurance & evaluation support	• Specify data-quality rules, review QA outputs delivered by the tech partner, and draft the "Data-Quality Improvement Report"
Algorithm & pipeline oversight (interface role)	• Translate research findings into functional requirements for the consortium's tech partner; validate implementation and contribute to reporting
Monitoring, evaluation & learning (MEL)	• Design survey instruments, perform statistical analyses, visualise KPIs for interim/final ESF+ reports

* *Hands-on coding is done by the tech consortium partner; you act as the **research lead and quality gate** for their outputs.*

4. What we're looking for

Essential

- Master's degree (or higher) in Data Science, Economics, Statistics, Social Policy, Migration Studies or similar.
- ≥ 3 years' experience conducting quantitative **and/or mixed-methods** research on labour-market or migration topics, including dataset cleaning, descriptive statistics and visualisation.
- Working knowledge of a statistical language (Python, R or Stata) **sufficient to inspect datasets and replicate analyses produced by partners**.
- Proven ability to translate evidence into policy-relevant insights and concise reports.
- Good understanding of GDPR and research-ethics standards.
- Languages: very good English (C1) and at least B1 German (or willingness to reach B1 within 12 months).

Desirable

- Experience with refugee-integration, workforce-matching or civic-tech projects.
- Knowledge of EU social-fund reporting requirements and indicator frameworks.
- Ukrainian, Russian or Polish language skills is an asset

5. What we offer

- Influence over a flagship EU social-innovation project's data strategy and algorithmic core.
- Flexible, remote-friendly working culture with core collaboration hours in CET.
- Because our tech partner Pairity is Canada-based, some late-afternoon / early-evening CET calls may be required; flex-time or time off in lieu is provided.
- Salary in line with German non-profit sector (TV-L 12-13 equivalent) and commensurate with experience.
- 30 days' annual leave + public holidays where you are based.

6. How to apply

Please send **one PDF** containing:

1. A CV (max. 3 pages).
2. Cover letter (max. 2 pages) describing a complex data-integration or algorithm project you led
3. (Optional) Link to a public GitHub repo or portfolio.

to **career@governance-platform.org** with the subject line **"Data & Research Scientist – Re:Match"** by **07 September 2025** (23:59 CEST). Early applications are welcome. Interviews will be held online in September 2025.

BGP is committed to diversity, equity and inclusion and warmly encourages applications from people with lived experience of migration or displacement.