



DEMOCRACY NC

- Organization:** [Democracy North Carolina](#)
Position: Research Fellow (temporary)
Location: Morrisville, NC (Hybrid)
Compensation: \$15,000 stipend; Part-time position (approximately 20 hours a week)
Time Frame: Temporary position (6 months)

Organization Overview

Democracy North Carolina (Democracy NC) works to strengthen democratic structures, build power in disenfranchised communities, and inspire confidence in a transformed political process that works for all. Through grassroots organizing, policy advocacy and research, and strategic communications, the nonpartisan organization aims to protect and advance voting access, ensure fair representation, and increase the participation of those historically underrepresented in the political process, especially people of color. For over 30 years, this 501(c)3 nonprofit (and its predecessor, Democracy South) has taken on powerful institutions and politicians, regardless of party, and promoted reforms that expand public involvement in civic life. Democracy NC works closely and in coalition with reform-minded local, state, and national partners to achieve the policy outcomes and grassroots participation necessary for a just and equitable democracy.

Position Description

Democracy North Carolina is establishing a Research Center to advance our understanding of pro-democracy reforms and challenges in North Carolina. We are seeking a temporary Research Fellow to support the foundational development of this center over six months, particularly through the cultivation of a "brain trust" of 10-20 North Carolina experts who will help establish the center's guiding principles and multi-year research agenda. The Research Fellow will also support other research functions and activities supporting the Democracy NC Research Center.

Research Questions

The Research Fellow will explore:

- What research methodologies and approaches best serve democracy-focused research in North Carolina?
- How can diverse expertise inform a comprehensive research agenda addressing democracy challenges?
- What principles should guide community-engaged research on democratic participation?
- How can research effectively translate into policy and advocacy impact?
- What unique research approaches might elevate community voices in democracy research?

Project Components

Brain Trust Development and Coordination

- Assist in identifying and recruiting 10-20 experts from across North Carolina
- Coordinate regular convenings and communications with brain trust members
- Develop meeting agendas in collaboration with Democracy NC leadership
- Document and synthesize outcomes from brain trust convenings

Research Methodology Development

- Research innovative methodological approaches for democracy-focused research
- Design and implement pilot research activities, including interviews and focus groups
- Document and evaluate the effectiveness of various research methods
- Create frameworks for participatory and community-engaged research

Research Agenda Development

- Synthesize brain trust input into coherent research priorities
- Draft sections of a multi-year research agenda for the Center
- Map research priorities against organizational and movement needs
- Develop timelines and resource requirements for priority research areas

Knowledge Management

- Create systems for documenting and sharing research insights
- Develop templates and protocols for future research activities
- Support the creation of a research asset library
- Contribute to the development of research partnerships

Required Skills and Experience

- Strong facilitation and coordination skills
- Experience with qualitative research methods (e.g. interviews and focus groups)
- Excellent writing and synthesis abilities
- Understanding of democracy issues and North Carolina's political landscape (preferred)
- Ability to work with diverse stakeholders

How to Apply

Please send the following to jobs@democracync.org with the subject line “Research Fellow:”

- Cover letter with an overview of your background and interest in the position
- A writing sample (5 pages or less)
- Resume
- In your email, please share how you first learned about this position

Hiring Process

- Applications will be reviewed on a rolling basis with a priority deadline of June 1. The role will remain open until filled.
- Applicants whose skills and qualifications most closely match the needs of this role will be invited to interview in June, with a goal start date of July 1.
- Job offers are contingent upon successful completion of reference and background checks. Only prior convictions that risk the safety of our staff or the security of the organization will be considered disqualifying.
- Should you require any accommodation during the application process, please contact Hannah James (HR Manager) hannahj@democracync.org and we will work with you to meet your accessibility needs.

Democracy North Carolina is an equal opportunity employer committed to workplace equity through ongoing learning, discussion, investment in training, and continual recommitment to [our core values](#). Our organization considers applicants equally of race, color, creed, religion, sex, national origin, disability, marital status, age, gender, gender identity, disability, sexual orientation, or prior record of arrest or conviction. We seek a workplace that reflects and embraces the full range of the nation and state’s diversity.