



**BRAINTREE**<sup>®</sup>

## JOB ADVERT

Job Title: Research Associate in Statistics & Behavioural Science	Grade 7 or 8 (depending on exp.)
Job Type: Full time	Start Date: ASAP

### Project description

Teamwork often fails due to personality differences as team members process information, form opinions, and interact. OPTiMAL (Optimising Performance of Teams using Multi-agent Reinforcement Learning) is an R&D project that is developing agent-based models of human collaboration that incorporates the personalities of team members. The models can be used to understand and improve collaboration, such as, determine the optimal team composition for different problem types, predict team performance under different conditions.

This project involves:

- Investigating the relationship between individual personalities and group performance. The candidate will be analysing existing teamwork data and conducting experiments to collect data, and conduct research leading to new theories and publishable findings in psychology and behavioural science.
- Building a computer simulation of different personalities working as a team and using the simulation to predict the outcome of teamwork. The candidate will work with computer science researchers and assist them in the development of models based on teamwork data.
- The end result is a system that will be able to select best combinations of personalities to produce the optimum results for a given project, as well as able to predict potential problems in a team before they actually happen and suggest effective mitigation methods based on the personalities of the individuals involved. The candidate will assist in testing the system and its accuracy with real teams.

The project is interdisciplinary and the candidate will be expected to work with computer science researchers from Braintree Ltd and UCL, organisational psychology researchers from London Business School and industry.

### Candidate

We are currently seeking highly motivated individuals with experience in statistics and strong interest in personality psychology and behavioural science to join our rapidly expanding team. We expect the candidate to have strong communication skills and should be able to translate complex ideas into digestible content.

## Essential

- PhD in a related area (statistics, personality psychology, organisational psychology or behavioural science), or at the stage of thesis submission
- strong interest in data
  - ⇒ data collection (including designing and running experiments)
  - ⇒ data cleaning (good data cleaning practice)
  - ⇒ data analysis (interest in understanding what the data means)
- strong statistical background and experience working with noisy datasets
- strong interest in understanding how personality affects behaviour
- good publication record, a big plus if in Nature/Science/PNAS
- strong knowledge in statistics software (e.g., SPSS) and scripting languages for statistical analysis (e.g., R, Python)
- responsive and fast learner, good work ethic

## Desired

- experience conducting user studies
- knowledge in machine learning

## Duration

The post is for 2 years (with possibility of further extension).

## About Us

Braintree Ltd is one of the most innovative and forward-thinking companies in the AI space. We are in the vanguard of research and development of intelligent computing solutions. Our research pioneers new techniques and algorithms to help us create the products of the future. Our solutions tackle the big challenges faced by major corporations, public service organisations, government and individuals.

We are a growing company – our team are exceptionally talented individuals with expertise spanning computer science, design and software development, and comprise computer scientists, data scientists, and researchers. We hire the best talent in the world and nurture individuals with ambitions.

## Benefits

- 28 days annual leave
- Competitive salary
- Offices in the Bloomsbury area of London, with a staff breakout room, fantastic refreshment and well-being
- Great staff development and training programmes

## Equal opportunities

Braintree Ltd is an equal opportunity employer and value diversity. We do not discriminate on the basis of race, religion, colour, national origin, gender, sexual orientation, age, marital status, veteran status and/or disability status.

## How to apply

To apply, please email your current CV and supporting letter - showing how you meet the requirements to: [j.giwa@braintree.com](mailto:j.giwa@braintree.com) – with the job title in the subject line.