

KAHILLA[•]

SENIOR BEHAVIORAL SCIENTIST

OVERVIEW OF THE ROLE:

Kahilla is currently seeking a senior, innovative, experienced, and highly trained behavioral scientist passionate about unlocking human potential through the power of coaching and community. Kahilla's Senior Behavioral Scientist will engage with C-suite and VP level executives at Fortune 1000 companies, strategically managing the relationship using a consultative approach to present solutions mapped to Kahilla's offerings. Additionally, the Senior Behavioral Scientist will be the behavioral science subject matter expert within Kahilla and work as part of a cross-functional team to help Kahilla inspire, nudge and support our members to build healthy and happy routines that last a lifetime.

RESPONSIBILITIES

Post-Sales

- Translate science and practice into innovative solutions for Kahilla customers and members
- Ideate and communicate solutions grounded in behavioral disciplines that both meet the needs of each prospect or customer and suit the goals of our business.
- Collaborate seamlessly with account executives to advance prospects to purchasing decisions, and with operations to execute on the organizational solutions necessary.
- Serve as an expert advisor and contributor throughout the sales process.
 - Provide subject matter expertise to support account executives in educating prospective buyers about Kahilla's methodology, and in partnering to design each organization's deployment in order to maximize adoption.
 - Over time, continue to support that sales executive, consulting on expansion opportunities for customers.

Member Engagement

- Act as the key internal behavioral science resource for the Marketing and Community team as well as Insights & Information
- Develop scientifically informed and practically relevant techniques to help increase member engagement, retention, and habit formation on their lifelong journey to meet and exceed their personal and professional goals.

Thought Leadership

- Provide scientifically informed and practically relevant behavioral science insights to multiple teams, including sales, marketing, community, and programming
- Conduct/commission research projects with external collaborators, and include collaboration on-peer reviewed publications and white papers
- Work effectively with external subject matter experts and coaches and help to translate their expertise into actionable insights for cross-functional team members
- Conduct survey construction and experimental design to inform evidence-based product and content development
- Work effectively with the marketing, community, and programming team to translate behavioral science theories and techniques into actionable projects to inform content development

KAHILLA[™]

SENIOR BEHAVIORAL SCIENTIST

- Maintain up-to-date knowledge of academic research and market trends and also translate between multiple behavioral disciplines related to leadership development; positive psychology; behavioral economics; cognitive neuroscience; motivational science and
- Write monthly behavioral science thought leadership with insights from editorial and peer-reviewed publication channels for publication on Kahilla's site and social networks.

ABOUT YOU

- Display poise and expertise in high-stakes conversations to inspire buyer confidence.
- Effectively explain complex scientific concepts to lay people in the form of clear, polished presentations. Support marketing efforts aiming to do the same.
- Think creatively and interdisciplinarily. Learn continuously to stay on your edge in the relevant scientific literature.
- 3-5+ years working in the applied behavioral science space, preferably with experience in a consumer obsessed organization and ideally within wellness or leadership development domains
- Minimum of a Masters degree in Behavioral Psychology or closely related topic with a Ph.D. preferred
- In-depth knowledge of evidence-based behavioral science theories and methodologies
- Comfort working in a fast-growing company, readily adaptable to changing market and organizational requirements
- A true connector, one who enjoys bringing together diverse perspectives toward a new consensus
- Ability to work under pressure, meet tight deadlines, and work simultaneously on multiple projects
- A zeal for evangelizing our mission to advance equity in the corporate world
- BONUS:
 - Coaching, Leadership Development and/or psychology certification/experience
 - Previous start-up or scale-up organizational experience, ideally with experience working with product and software teams

WHY YOU'LL WANT TO WORK HERE:

- We're a mission-driven company driving real change for equity in the corporate world
- Opportunity to grow the community function and help the business scale through informed, strategic, and data-driven decisions
- Exposure to best-in-class thought leaders and executive women across the nation
- Attendance at inspiring experiences and events with leaders of the industry
- Collaborative, supportive, and mission-driven team

This is a full-time, salaried position reporting to the co-CEOs. This is a remote position with the option to work out of our offices in Ketchum, Idaho.



SENIOR BEHAVIORAL SCIENTIST

COMPENSATION AND PERKS:

- Competitive base salary
- 15 days Paid Time Off (PTO) or equivalent in your state
- 401K
- Stock options
- Subsidized health insurance
- Paid parental leave
- Autonomy and the freedom to define and drive the strategic direction of the company
- Working in a decentralized international team, not bound by location
- Access to our full suite of learning experiences

About Kahilla: Kahilla is changing the culture of the corporate world by making senior leadership more representative of the world we live in. We partner with the world's best companies to provide equitable access to leadership development anywhere anytime. Through the transformative power of personal and professional development, we help companies unlock their talent and so that we can see more diverse talent rise.

We are a quickly growing VC-funded startup based in Sun Valley, Idaho, with a remote team based wherever it suits them best. We have created effective online leadership development programs taught by best-in-class, diverse experts.

Who We Want: We seek talented people from diverse backgrounds and experiences, who are inspired by our mission to advance, engage and retain diversity into senior leadership in the corporate world, and who are motivated to help Kahilla become the premier global platform for equitable access to effective leadership development. Our community is our north star and we value empathy, curiosity, and constant improvement both in our internal operations and when working with clients and members. Our employees are most successful when they employ strong collaboration skills, skilled communications, a problem-solving orientation, and demonstrate comfort in an evolving and fast-paced startup environment.

How to Apply: Qualified candidates should submit a cover letter and resume to careers@kahilla.com. Applications will be reviewed on a rolling basis, so interested parties are encouraged to submit as soon as possible.

Kahilla is an equal opportunity employer and encourages applications from People of Color, Women, Persons with Disabilities, and the LGBTQIA+ community.