

# Research consultancy position at Besity, a Diversity and Inclusion (D&I) social enterprise

## Introduction

Besity - Beyond Diversity AS (<https://besity.no/>) is a social company registered the 7<sup>th</sup> August 2019 in Mo i Rana, Norway. It was founded by Yasna Mimbela and it's composed by a team of professionals from different backgrounds, united by a common goal: tackling challenges in society through a cultural shift in the labor sector. Our business case is to respond to attraction, development and retention issues in the workplace.

On a broader scale, in these times of profound global social, economic, and environmental changes, Besity's aim is to integrate Diversity and Inclusion (D&I) into the business culture, as a way to contribute to companies innovative capacity and resilience.

Besity is member of the Arctic Cluster Team since November 2019, under the premise to create value for the Cluster. The company also counts with a Non-Profit Advisory Board composed by experts (in the field of business development, sociology of organizations, labor psychology, gender and information systems) that will follow the development of the project.

## Project overview

Besity is at its initial business development phase. Our pre-market study (funded by Innovasjon Norge and the Arctic Cluster Team) confirmed that there is a corporate demand in Mo i Rana to implement top-down D&I strategies in the workplace. In order to continue to develop Besity's D&I system, we are looking for a part-time researcher with expertise in the development and validation of surveys and assessments tools. We would ideally need someone with experience dealing with organizations and with well-being at the workplace.

The consultancy contract has to be previously approved by the "Forsker til låns - FORREGION" grant application. This position's weekly workload is of 30 to 50%. The project is expected to start during the second semester of 2020, and will last up to one year. Further details to be discussed during the interview process.

## Researcher's desirable profile

- Strong competences on both qualitative and quantitative methods
- Very good experience on survey development
- Good knowledge of organizational development and/or organizational systemic approach are desirable
- Excellent command of English and Norwegian
- Interest in diversity & inclusion
- Willingness to be part of a creative and innovative project

For further information, please feel free to contact Marie Claire Peytrignet (PhD), [marieclaire@besity.no](mailto:marieclaire@besity.no)

Best regards,  
Yasna Mimbela

