

Senior Director of Research

The Greater Richmond Partnership, Inc. (GRP) seeks a strategic, mission-driven research leader who wants their work to have visible, real-world impact - informing major business investment decisions, influencing regional strategy, and elevating the region's national profile.

JOB SUMMARY:

Under the direction of the President/CEO, the Senior Director of Research leads GRP's research, data insights, and competitive intelligence capabilities – ensuring Greater Richmond is positioned as one of the nation's most compelling destinations for business investment and talent. This includes market intelligence, economic analysis, industry cluster research, target company prospecting, talent and workforce analytics, data storytelling, and supporting business investment projects and regional partners.

This is an at-will position.

KEY RESPONSIBILITIES:

Strategic Leadership & Vision

- Lead GRP's research efforts in alignment with the *30 & Thriving* strategic plan and regional economic priorities.
- Serve as a senior expert on economic research, site selection trends, workforce insights, and cluster development.
- Advise GRP leadership on data-driven strategies and emerging economic development opportunities.

Market Intelligence & Analytics

- Oversee development of advanced analytics, dashboards, and market intelligence systems to support business recruitment and expansion efforts.
- Conduct analysis on industry clusters including advanced manufacturing, life sciences, corporate services, information technology, and other target sectors.
- Evaluate regional competitiveness through benchmarking, economic impact modeling, workforce supply-demand analysis, and demographic trends.

Business Attraction & Project Support

- Lead research responses for requests for information (RFIs), company due diligence, consultant inquiries, and site selection briefs.
- Maintain and enhance GRP's proprietary datasets, CRM intelligence, and competitive intelligence assets.
- Collaborate with project managers and marketing to craft compelling, data-backed pitches, proposals, and presentations for company prospects.

Data Storytelling & Thought Leadership

- Translate complex data into clear narratives that communicate Greater Richmond's business value proposition.
- Support GRP's marketing team with data visualization, regional rankings, and content for reports, investor updates, and national media.
- Publish periodic research reports, trend analyses, and whitepapers that elevate GRP's visibility as a leading research-forward economic development organization.

Operational Management

- Oversee data subscriptions and vendor relationships (GIS, Lightcast, Chmura, Tableau, etc.).
- Ensure accuracy, integrity, and continuous improvement of GRP's research methodologies, outputs, and publications.

Skills & Competencies

- Proven ability to synthesize complex data into actionable insights.
- Expertise with research tools such as GIS platforms, Lightcast, JobsEQ/Chmura Economics & Analytics, Census data tools, CRM systems (Salesforce, Hubspot), and visualization platforms (Tableau, Power BI).
- Outstanding written and verbal communication skills – especially the ability to create compelling data narratives.
- High attention to detail, accuracy, and responsiveness.
- Strong organizational skills with experience using work management platforms such as Asana and Outlook. Strategic thinker who embraces innovation, continuous learning, and cross-functional collaboration.

MINIMUM QUALIFICATIONS:

- Graduation from an accredited college or university with a bachelor's degree in Economics, Analytics, Public Administration/Policy, Business, Urban Planning, or related field.
- Minimum 8–10 years of experience in economic development research, site selection, corporate location analysis, applied economics, or a related analytical field.
- Experience managing teams and working in a fast-paced, highly collaborative environment.
- Strong understanding of workforce analytics, demographic trends, industry classification systems, and economic modeling.
- Working knowledge of GIS procedures and workflows, including use of ArcGIS online; preparing table-based data for import into ArcGIS and integrating existing maps into the GRP's mapping system.
- Excellent written and verbal communication skills are critical. Must speak, read, and write English proficiently.
- Advanced computer skills, including Microsoft Excel, Word, and PowerPoint. All important for communication and presentation materials.
- Working knowledge of AI-related tools and applications used to support research and data analysis.

DESIRED QUALIFICATIONS:

- A Masters or other advanced degree.
- A CEcD issued by the International Economic Development Council (IEDC)
- Three (3+) years experience in financial management and administration, banking, community development, economic or business development, or marketing. Other relevant areas of expertise include real estate development, businesses lending, financing, urban economic development, small business assistance, and community development.

WORKING CONDITIONS:

- Comfortable working conditions, handling light weight, intermittent sitting, standing and walking. Occasional exposure to hazards associated with construction site visits including exposure to multiple-story elevations, cramped quarters, temporary stairs and planks, temperature extremes, dust, noise, power equipment and vehicular traffic.
- Considerable exposure to stressful situations and stress as a result of human behavior and various responsibilities.
- Non-traditional working hours which may include evenings and weekends.
- Operates a motor vehicle requiring a standard Virginia Driver's License to host site visits. Operates a variety of standard office equipment including a personal computer, copier, fax machine, telephone, calculator and based on job assignment may require the performance of other essential and marginal functions.

GRP VALUES

- Focused
- Disciplined
- Innovative
- Collaborative
- Inclusive + Diverse
- Passionate

COMPENSATION AND BENEFITS

The Greater Richmond Partnership, Inc. offers a highly competitive compensation package for this position. Salary for the position is negotiable, commensurate with qualifications and experience. Additional benefits include:

- Health, Vision and Dental
- Paid Time Off Benefit
- Paid Holidays
- Group Life Insurance
- Employee Assistance Program
- Short-Term and Long-Term Disability Plans
- Tuition Assistance Program
- Retirement Savings Plan

HOW TO APPLY

The deadline to apply for this outstanding opportunity is January 16, 2026. Interested candidates should email greaterjobs@grpva.com the following information:

- Cover letter
- Resume

A TEN-YEAR PERSONAL, CRIMINAL AND EMPLOYMENT BACKGROUND CHECK IS REQUIRED FOR THIS POSITION.

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required of personnel so classified.