



**Job Title:** Simulations/Wargaming Analyst

**Location:** Remote opportunity but must live in the U.S and be authorized to work in the country.

**Deadline:** Ongoing

**About Valens Global:**

Valens Global provides analysis, strategies, and innovative solutions that anticipate and address complex and critical threats to people, businesses, and organizations. We believe that twenty-first century challenges require analysts who are fiercely independent. Analysts who are in command of granular details, rigorous, and forward-thinking. Analysts who are unafraid to challenge received wisdom.

Valens fosters an intellectually vibrant climate. We emphasize teamwork, transparency, meritocracy, accountability, and empowerment at junior levels. We are proud of our track record. Our products exceed our clients' expectations and stand the test of time.

At Valens, you would be part of a smart, talented, confident team of people with diverse backgrounds, experiences, and outlooks. We think Valens is a great place to work, and we think you'll agree.

**Simulations/Wargaming Department**

This position will be situated within Valens Global's simulations and wargaming practice. Though *war games* became common across militaries beginning when the Prussian game *Kriegspiel* was used as a means of training officers, simulations do not necessarily examine warfare, nor is there necessarily a militaristic element to them. As the social scientists Erik Lin-Greenberg (M.I.T.), Reid Pauly (M.I.T.), and Jacquelyn Schneider (Stanford University) explain, war game-type simulations are characterized by four elements: "human players, immersed in scenarios, bounded by rules, and motivated by consequence-based outcomes." Scholars, policymakers, and other observers discern numerous benefits to the practice of simulations or wargaming, including the multidisciplinary perspective games provide, the tactile and immersive learning they foster, games' ability to force exploration of real-world dilemmas, and games' relevance to social science research.

At Valens, you would be stepping into a world-class practice group. Valens simulations have been hosted by a variety of professional and academic institutions, including Canada's Department of National Defence, the Global Counterterrorism Forum, American University, Carnegie Mellon University, Duke University, Georgetown University, Johns Hopkins University, and Wake Forest University. Past participants, from undergraduate students to national-security professionals, have offered these words about the impact of Valens games, as a small sample of the feedback we have received:

- “Induces one to consider issues from an entirely different perspective. Incredibly valuable for broadening perspectives; **Valens should be used by every institution that prepares people for policy-making.**” – Johns Hopkins University, Winter 2022
- “The **level of detail** in the products allowed for some complicated possible outcomes, forcing us to really exercise our strategic thinking. The quality of discussion among the players was outstanding, and the referees were impressive in their availability and willingness to answer questions.” – Johns Hopkins University, Winter 2022
- “I **thoroughly enjoyed the simulation.** I was surprised by how many situations the simulation dealt with. As a member of Team White House, we really had to figure out what our priorities were given that we were involved in so many of the problems. **I loved the collegiality fostered by the game** and appreciated how open everyone was to negotiating, brainstorming, and thinking through all aspects of our moves.” – Georgetown University/Canadian Department of National Defence, Winter 2022

### Your Role in the Department

At Valens, simulations/wargaming analysts are expected to help design, build, and lead wargames, strategic simulations, and tabletop exercises. Analysts will have the opportunity to work beginning to end on the myriad simulated worlds we build for clients. One day may involve writing authentically styled intelligence memos and creating new characters for the game world; another might have you writing an imitation *New York Times* article or acting as a role player who just got caught spying for Russia. Our wargames focus on a number of relevant challenges, including non-state actors, disinformation, great power politics, new and emerging technologies, public health, climate change, and cyberattacks. Come prepared to think systematically and engage creatively. This is an exciting and unique opportunity to help current and future policymakers explore the boundaries of the possible.

This is an entry-level position with significant potential for growth. The analyst will work closely with the head of the department, as well as members of the leadership team. We are looking for candidates with grit. You should be resilient, conscientious, and strive for excellence. We want candidates who seek out new challenges and want to grow from them. The candidate must be organized. The candidate must be able to work effectively under pressure. The candidate will be expected to stay on top of deadlines and produce quality work. On top of all that, we want you to be a humble, thoughtful team member. Are you up for the challenge? Read on.

### Key Responsibilities:

- Be involved in all aspects of game design, including plot, characters, and examining key decisions that each team must consider.
- Research and draft polished, well-organized, and thoughtful simulation injects, including imitation tweets, news articles, and memos.
- Conduct research consulting a wide range of open-source materials, including primary and secondary sources and social media data, in order to build realistic actors and an information environment that feels authentic.
- Think creatively and brainstorm with the team, including about new games and refereeing moves in current games.

**Minimum Requirements:**

- Bachelor's Degree.
- 1-2 years of work experience, including internships.
- Strong critical thinking and analytic skills.
- Strong skills in interpersonal communication, organization, and working as part of a team.
- Legally authorized to work in the U.S.

**Highly Desirable:**

- Familiarity with wargames, simulations or tabletop exercises.

**Required Application Materials:**

- **Cover letter.** Don't just tell us about your resume. On your cover letter, please answer the following question: *Describe an obstacle you have overcome and how it has shaped who you are.*
- **Resume or CV.** Let us know every job you have ever had so feel free to include volunteering opportunities too.
- **Two writing samples,** preferably drawn from your university coursework. One should be brief (5 pages or less) and display the applicant's ability to convey complicated information concisely and clearly. The second sample should showcase the applicant's ability to conduct in-depth, nuanced research. Both samples should include all relevant footnotes or citations. Neither of the writing samples should be co-authored or published.
- **[Behavioral Assessment](#):** Please take our Behavioral Assessment that is linked here. We use this assessment to make sure you are a behavioral match for the job. There is no one profile that is the perfect fit and this is only one part of the application material. The assessment takes only 6 minutes and you will receive a report afterwards with a summary of the findings. Please note that you do not have to send us your report, as we will have access to it automatically. Feedback from the behavioral assessment will be of professional and personal value to the applicant regardless of the outcome.

**Please send all application materials in a single PDF to [info@valensfirm.com](mailto:info@valensfirm.com)**

*Valens Global LLC is an equal opportunity employer. It is our policy to provide equal employment opportunities without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other basis prohibited by federal, state, or local laws. This policy applies to all areas of employment, including recruitment, hiring, training and development, promotion, transfer, termination, layoff, compensation benefits, social and recreational programs, and all other conditions and privileges of employment in accordance with applicable federal, state, and local laws.*