

WSIPP Job Recruitment Senior Research Associate

Opened: February, 5 2019

Closes: March, 5 2019

Salary: \$7,823-\$10,172 per month of full-time work (DOQ)

Special Note

This position is overtime-exempt, "at-will" appointments, exempt from Washington State Civil Service rules and the Fair Labor Standards Act overtime requirements. These exempt positions serve at the discretion of the WSIPP Director.

Washington State Institute for Public Policy Profile

The Washington State Institute for Public Policy (WSIPP) is a nonpartisan public research group located in Olympia, the hub of Washington State government. WSIPP is a team of multidisciplinary researchers who conduct applied policy research for the state legislature in a creative and collaborative environment.

WSIPP is strongly committed to the core values of nonpartisanship, quality, and impartiality. Created in 1983, WSIPP has become nationally and internationally recognized for the design, depth, and quality of its research reports and benefit-cost analyses. We anticipate filling this position by summer 2019 dependent on new legislative assignments.

Position Purpose

WSIPP conducts research at the direction of the state legislature or its Board of Directors. Research areas include, for example, health care, public health, higher education, criminal justice, education, child welfare, and behavioral health.

Senior Research Associates conduct high-quality, relevant research on public policy topics. Assignments involve problem formulation, research design, benefit-cost modeling, literature reviews and meta-analysis, data and fiscal analysis, report writing, and presentations. Senior Research Associates frequently act as a Lead on assigned research projects or for assigned policy areas.

Nature and Scope

Senior Research Associates conduct rigorous, relevant research on public policy topics under general direction. This is a senior-level professional position, requiring advanced research, analytical, and communication skills.

Senior Research Associates primarily design, implement, and communicate the results of rigorous research and evaluations; conduct meta-analysis and data analysis; write and edit reports; and deliver presentations to legislative and research audiences. Senior Research Associates frequently serve as the principal researcher on one or more ongoing assignments, and may also assist other WSIPP staff in completing assignments. In addition, Senior Research Associates may be required to coordinate

multiple research studies; mentor other WSIPP Researchers; participate in determining the skills, time, and resources required for assigned projects; and assure timely and accurate project completion. Senior Research Associates' work portfolios may vary depending on new legislative and Board-approved assignments.

The ideal candidate will have a broad interest in evidence-based public policy; be a self-starter who is comfortable with ambiguity; possess strong quantitative, communication, and leadership skills; and have an eagerness to learn.

Essential Functions

- Design and conduct primary research on major public policy topics to inform state decision makers.
- Lead complex, long-term and highly visible research projects, to include developing detailed project plans and timelines, managing project resources, and holding self and team members accountable for assigned work and deliverables.
- Identify, assign, and coordinate analytical tasks performed by other research associates as needed.
- Conduct sophisticated quantitative research, to include meta-analysis, outcome evaluations, and analysis of large state or national datasets as needed.
- Provide advice and guidance to staff to ensure application of sound economic principles and the use of effective econometric and quantitative methods when conducting outcome evaluations and benefit-cost analysis.
- Write and oversee production of reports and present findings to legislative audiences.
- Respond to requests and manage relationships with legislative and agency staff in policy areas related to current assignments.
- Contribute to the ongoing development of WSIPP's research methods and internal processes and procedures.
- Participate in determining the skills, time, and resources required for project completion.

Additional Duties

- Complete other projects upon request. The work portfolio may vary depending on new legislative assignments.
- Develop strong working relationships with relevant stakeholders.
- Communicate effectively with project team members and their supervisors, identifying conflicts and working with others to resolve them as needed.

Knowledge, Skills, and Abilities

- Apply exceptional interpersonal expertise to seek out and build positive working relationships with leadership, project team members, and internal and external stakeholders.
- Ability to work diplomatically, professionally, and in a nonpartisan manner on controversial issues.
- Ability to communicate respectfully and constructively with colleagues at all levels.
- Ability to critically review research literature and draw policy-relevant conclusions.

- Ability to design and conduct rigorous outcome evaluations and perform advanced statistical analyses, which requires expert knowledge in rigorous research methodologies, statistics, and analysis techniques.
- Ability to coordinate and plan multi-faceted, long-term projects, including overseeing the work of other staff required to meet project deliverables and deadlines.
- Ability to lead project teams and to flexibly manage own workload to meet assigned deadlines.
- Ability to independently manage project from start to finish, including scoping, design, analysis, writing, communicating results and meeting deadlines
- Ability to re-scope and complete studies based on unanticipated changes in resources.
- Ability to work across multiple disciplines and with a variety of legislative and state agency partners.
- Ability to mentor Research Associates and Research Associate IIs.
- Strong presentation, public speaking, and writing skills for both technical and lay audiences.

Minimum Qualifications

- Master's degree or Ph.D. in relevant discipline—economics, public policy, or closely related field.
- Five years of experience coordinating the conduct of sophisticated quantitative research and communicating the results of that research to non-technical audiences.
- Ten or more years of paid work experience as a researcher.
- Significant experience designing and conducting analyses using advanced quasi-experimental methods such as regression discontinuity or fixed effects.
- Experience analyzing complex survey and/or administrative datasets and summarizing results in writing and orally.

Desired Qualifications

- Paid experience leading and conducting applied public policy research in a non-partisan setting.
- Work experience in a government setting.

Work Environment

Senior Research Associates work in an office environment with occasional meetings in a group setting. Flex scheduling is allowed, and a partial telecommuting schedule may be approved by the Director.

Conditions of Employment

Must provide proof of identity and employment eligibility within three days of beginning work.

To Apply

Please visit to <https://evergreen.peopleadmin.com/postings/2178> apply.