

WSIPP Job Recruitment Research Associate II

Opened: December 20, 2021
Closes: January 18, 2022
Salary: \$6,860.00-\$8,917.00 per month of full-time work (DOQ)

Special Note

This position is full-time, overtime-exempt, an “at-will” appointment, and 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.

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.

Position Purpose

WSIPP plans to fill two Research Associate II positions to conduct research on public policy topics—one position will be designated for criminal justice while the other will be open to all policy areas. We anticipate a need for these positions to start in late spring or early summer 2022.

The work primarily involves research design, literature reviews, data analysis, meta-analysis, report writing, and presentations. This can include assisting in or leading the design and implementation of empirical outcome evaluations. The position involves frequent collaboration with WSIPP colleagues and occasional consultation with state legislative members and staff, state agency staff, and external researchers.

This position operates under the general direction of WSIPP leadership and various project leads. The ideal candidate will have a background in criminal justice or economics and a broad interest in evidence-based public policy; be a self-starter; be comfortable with ambiguity; possess strong quantitative, data analytical, communication, project management, and interpersonal skills; and have an eagerness to learn.

Nature and Scope

WSIPP conducts research at the direction of the state legislature or its Board of Directors. Research areas include public health, criminal justice, early learning, K-12 education, higher education, child welfare, behavioral health, and health care. The open position will conduct quantitative research in a variety of these policy areas depending on the interest and background of the individual, while the position in criminal justice will mainly cover programs and policies in both the juvenile and adult criminal justice systems.

The successful candidate for the advertised positions will be responsible for leading and participating in a variety of research assignments, including outcome evaluations, literature reviews, benefit-cost analyses, and quantitative analyses of state administrative data. These positions are expected to be flexible and adaptable in supporting more than one of WSIPP's current assignments and will likely need to pivot as new assignments are received.

Essential Functions

- Conduct and/or support rigorous quantitative research, including analysis of large state and national datasets, outcome evaluations, meta-analysis, and benefit-cost analysis as needed.
- Perform data processing and analysis tasks, such as data organization and management, monitoring data quality, developing documentation, applying statistical and/or data science methods, and creating data visualizations.
- Link, manage and manipulate large datasets for empirical analyses.
- Consult with legislative staff, state agencies, local governments, national experts, and stakeholders.
- Write reports and present findings to the legislature and other technical and lay audiences.

Knowledge, Skills, and Abilities

- Demonstrated experience:
 - Managing and organizing multiple datasets. Designing and planning data workflow on tasks and projects.
 - Performing advanced statistical analysis, including experience using statistical software such as Stata, R, or SAS.
 - Applying project management skills to independently accomplish work both as a participant responsible for completing work on project teams and/or as project lead.
 - Independently and flexibly managing workload to meet assigned deadlines. This includes developing individual timelines while adhering to broader project timelines, knowing when to escalate issues, and when to adjust resources.
- Ability to:
 - Apply exceptional interpersonal expertise to seek out and build positive working relationships with leadership, project team members, and internal and external stakeholders.
 - Work diplomatically, professionally, and in a nonpartisan manner on all issues ranging from day-to-day to controversial topics.
 - Communicate respectfully and constructively with colleagues at all levels.
 - Critically review research literature and draw policy-relevant conclusions.

- Apply knowledge of statistical methods, including methods for outcome evaluations.
- Take initiative and propose solutions to potential problems.
- Tolerate ambiguity and effectively handle tasks that are not clearly defined.
- Demonstrate strong presentation, public speaking, and writing skills for both technical and lay audiences.
- Work across multiple disciplines and with a variety of legislative and state agency partners.

Minimum Qualifications

- Education requirement:
 - Master's (or equivalent) in criminal justice, criminology, economics, public policy, or a relevant discipline plus two years of full-time, paid research experience; OR,
 - Ph.D. in criminal justice, criminology, economics, public policy, or a relevant discipline.
- At least two years of experience and/or coursework conducting data analyses with survey or administrative datasets.
- At least two years of experience and/or coursework using quantitative methods for program evaluation such as multiple regression analysis.
- At least two years of experience managing research projects

Desired Qualifications

- Recent experience conducting program evaluations, designing and conducting analyses using advanced quasi-experimental and/or statistical methods such as synthetic control models, fixed and random effects, and difference-in-differences.
- Work experience in a government setting.
- Criminal Justice Position:
 - Knowledge of the recent changes to Washington State's criminal justice system.
 - Research or work experience in multiple aspects of the criminal justice system (e.g., juvenile justice, policing, courts, and/or corrections).
 - Knowledge of research assessing disproportionality in the criminal justice system (including gender- and race-based disproportionality).

Conditions of Employment

- Must provide proof of identity and employment eligibility within three days of beginning work.
- Prior to a new hire, a background check including criminal record history will be conducted. Information from the background check will not necessarily preclude employment but will be considered in determining the applicant's suitability and competence to perform in the position.
- Employees must comply with WSIPP policies related to masking and vaccination requirements, as well as Governor Inslee's Proclamation 21-14.1, which requires employees to be fully vaccinated against COVID-19 or have received a medical or religious exemption prior to first day of work.

Work Environment

The Research Associate II works in an office environment with occasional meetings in a group setting. Occasional travel to meet with stakeholders may be required. Flex scheduling is allowed, and a partial telecommuting schedule may be approved by the supervisor.

Benefits

A full state benefits package which includes paid sick and vacation leave; paid campus holidays; a generous medical, dental, life and disability insurance package for employees and dependents; retirement; deferred compensation and optional supplemental retirement accounts. For more information about Evergreen's excellent employee benefits, please view <http://www.evergreen.edu/payroll/benefits.htm>

To Apply

Please visit <https://evergreen.peopleadmin.com/postings/2980> apply.