

WIPP Job Recruitment Senior Research Associate

Opened: December 2, 2019
Closes: January 6, 2019
Salary: \$8,058-\$10,477 per month of full-time work (DOQ)

Special Note

This is a full-time overtime-exempt, “at-will” appointment, exempt from Washington State Civil Service rules and the Fair Labor Standards Act overtime requirements. This position serves at the discretion of the WSIPP Director.

The Washington State Institute for Public Policy (WSIPP) is a unique 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 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.

Senior Research Associates conduct rigorous, quantitative research on public policy topics. The work includes problem formulation, research design, benefit-cost modeling, literature reviews and meta-analysis, data and fiscal analysis, report writing, and presentations. The position involves frequent collaboration with other WSIPP researchers, and occasional consultation with state legislative members and staff, state agency staff, and external researchers.

Nature and Scope

This is a senior-level professional position that operates under general direction. The ideal candidate will have a broad interest in evidence-based public policy; strong quantitative, communication, project management, interpersonal, and leadership skills; and an eagerness to learn.

Senior Research Associates work primarily to 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 both as the principal and supporting researcher on one or more ongoing assignments.

Essential Functions

- Coordinate, design, and conduct multi-faceted, short- and long-term outcome evaluations and other research assignments across multiple disciplines, including overseeing the work of other staff required to meet project deliverables and deadlines.
- Receive and complete a variety of assignments across multiple disciplines from other researchers who are responsible for leading projects.
- Develop detailed project plans and timelines, manage project resources, and hold 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 analysis using a variety of quasi-experimental methods. Ensure application of sound economic principles and the use of effective econometric and quantitative methods when conducting outcome evaluations and benefit-cost analysis.
- Demonstrate expert knowledge in rigorous quasi-experimental research methods, statistics, and analysis techniques.
- Write and oversee production of reports and present findings to legislative audiences.
- Respond to requests and manage relationships with legislative and agency staff as well as with relevant stakeholders.
- Demonstrate strong presentation, public speaking, and writing skills for both technical and lay audiences.
- Contribute to the ongoing development of WSIPP's staff, 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.
- Communicate effectively with project team members and their supervisors, identifying conflicts and working with others to resolve them as needed.

Work Environment

- The Senior Research Associate 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.

Knowledge, Skills, and Abilities

- Demonstrated experience in:
 - a. Designing and conducting rigorous outcome evaluations and performing advanced statistical analyses, which require expert knowledge in rigorous quasi-experimental research methodologies, statistics, and analysis techniques.
 - b. Coordinating and planning multi-faceted, long-term projects, including overseeing the work of other staff required to meet project deliverables and deadlines.
 - c. Leading and/or participating on project teams and flexibly managing own workload to meet assigned deadlines.
 - d. Independently managing projects from start to finish, including scoping, design, analysis, writing, communicating results and meeting deadlines. This also includes the ability to re-scope and respond to unanticipated changes in resources.
 - e. Successfully presenting research findings, both orally and in writing, to both technical and lay audiences.
- Ability to:
 - a. Apply exceptional interpersonal expertise to seek out and build positive working relationships with leadership, project team members, and internal and external stakeholders.
 - b. Work diplomatically, professionally, and in a nonpartisan manner on all issues ranging from day-to-day to controversial topics.
 - c. Communicate respectfully and constructively with colleagues at all levels.
 - d. Critically review research literature and draw policy-relevant conclusions.
 - e. Mentor Research Associates and Research Associate IIs.
 - f. Work across multiple disciplines and with a variety of legislative and state agency partners as well as with other stakeholders.

Minimum Qualifications

1. Ph.D. or Master's (or equivalent) in relevant discipline--economics, public policy, education, public health, behavioral health, or closely related field.
2. Five years of experience coordinating and conducting sophisticated quantitative research using quasi-experimental methods and communicating the results of that research to non-technical audiences.
3. Two or more years of full-time, paid work experience as a researcher.
4. Significant experience and expertise designing and conducting analyses using advanced quasi-experimental and/or statistical methods such as synthetic control models, fixed and random effects, difference-in-differences, interrupted time series, and growth modeling.
5. Experience analyzing complex survey and/or administrative datasets and summarizing results in writing and orally.

Desired Qualifications

1. Ph.D. in a relevant discipline.
2. Five or more years of full-time, paid work experience as a researcher.
3. Recent work experience or graduate-level training in cost-benefit analysis.
4. Work experience in a government setting.

Conditions of Employment

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.

To Apply

Please visit <https://evergreen.peopleadmin.com/postings/2487> to apply.