



Education Policy Researcher

RAND is seeking junior and mid-level researchers to work with teams in conducting rigorous research and analyses to impact global and domestic education policy. These researchers should be committed to undertaking high-quality and objective research with sophisticated analytical tools and to engaging with clients to create insight, options, and solutions that will be both effective and enduring. Individuals with strong training in education policy research methods and a collaborative, entrepreneurial spirit are encouraged to apply.

RAND Education research (www.rand.org/research_areas/education) covers a wide range of areas, including: childhood education and welfare, assessment and accountability, school choice, out-of-school time, school leadership, teacher quality and professional development, educational technology, curriculum and instructional policy reforms, school finance, and the social, economic, and policy contexts of education in the U.S. and abroad. RAND Education is a collaborative research environment. Our teams include specialists in statistics, psychology, economics, public policy, and related disciplines, providing a multidisciplinary approach to research, analysis, and problem solving. Researchers at RAND craft proposals, implement research and evaluation studies, analyze quantitative and/or qualitative data, and develop peer reviewed journal articles, research briefs, and other reports with the purpose of impacting education policy decisions.

RAND Education is particularly interested in applicants with research interests in higher education effectiveness, teacher quality, school accountability, and comparative global education policy issues. Researchers with other interests consistent with the areas listed above are also encouraged to apply.

Qualifications: All research positions at RAND require excellent analytical skills, the ability to communicate clearly and effectively (both orally and in writing), the ability to work effectively as a member of a multidisciplinary team, and a strong commitment to RAND's core values of quality, objectivity and impact. RAND Education is hiring multiple researchers who possess strong qualitative, quantitative, or mixed-methods research skills and demonstrated expertise in a policy-related topic such as those listed above.

Applicants must possess the following skills and experience:

- Designing research studies
- Developing research funding proposals (grants, contracts, research fellowships)
- Publishing in refereed journals or producing other peer-reviewed publications
- Working on research or evaluation projects across multiple sites

Applicants must have experience in two or more of the following areas:

- Experimental and quasi-experimental study design
- Developing and validating surveys and other data collection instruments
- Conducting interviews, focus groups, and observations
- Analyzing qualitative data using coding software
- Advanced statistical analysis, such as multi-level modeling, growth modeling, factor analysis, methods that support causal inference, etc.
- Psychometrics and measurement theory
- Analysis of secondary data, including longitudinal cohort studies and/or state administrative databases

Educational requirements: Ph.D. in relevant field such as policy, economics of education, behavioral science, or social science

(Candidates at the dissertation stage who expect to complete a Ph.D. within 12 months may also apply.)

Location: Pittsburgh, Santa Monica, or Washington, DC

How to Apply: Please apply online at <http://www.rand.org/jobs/id2997>. Follow the prompts to submit cover letter, resume, and appropriate writing samples online.

*RAND offers competitive benefits including vacation pay, medical benefits, and tuition reimbursement.
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