Research Associate
The People Lab at HKS

About The People Lab

The People Lab, led by Professor Elizabeth Linos, is a research lab based at the Harvard Kennedy School that aims to empower the public sector by producing cutting-edge research on the people of government and the communities they are called to serve. Using evidence from public management and insights from behavioral science, we study, design, and test strategies that can solve urgent public sector challenges in three core areas:

(1) **Strengthening the government workforce** - how to recruit, retain and support diverse talent in the public sector that can effectively and equitably respond to the changing needs of residents.

(2) **Improving resident-government interactions** - how to reduce barriers to equitable access to government services, mitigate the burdens that residents face when they interact with their government, and increase trust and satisfaction through such interactions.

(3) **Reimagining evidence-based policymaking** - how to rethink the production and adoption of policy-relevant evidence in the public sector, including testing new approaches to designing interventions, encouraging evidence use, and scaling up best practice.

The majority of our projects are co-designed with public sector partner agencies in order to ensure feasibility in the short-term and scalability in the long-term.

Job Summary

The Research Associate will work closely with a diverse team of scholars who are passionate about conducting collaborative, applied, data-driven research on key priorities in government. Projects may include: measuring public servant wellbeing and testing ways to improve it, testing approaches to reduce stigma and increase take-up of government assistance programs, and studies on how to increase adoption of evidence at scale. Projects often involve administrative data analysis, surveys and survey experiments, and randomized controlled trials (RCT), in direct collaboration with government agencies and other stakeholders.

This is a full-time, one-year fellowship appointment, with the possibility of renewal based on performance and funding.

Duties and Responsibilities (included, but not limited to)

- Supports the design and implementation of rigorous research, including – but not limited to -- randomized control trials (RCTs), survey experiments, and surveys.
  - Conducts basic statistical and econometric analysis using Stata or R on administrative data sets and/or other incoming data, including cleaning data correctly, conducting analysis in accordance with pre-analysis plans, and presenting and visualizing the results in various formats (tables/graphs, etc).
  - Supports authorship of academic papers, policy reports, grant reports, and other publications by conducting literature reviews, editing or drafting text, and preparing manuscripts for submission and publication.
  - Supports the process of scoping and implementing new research projects, through regular engagement with research and government collaborators and troubleshooting issues, under the supervision of more senior researchers.

- Develops reports, policy briefs, and presentations to synthesize and present study designs, analysis plans, and findings, for internal and external audiences.
- Drafts content and manages research administration processes including IRB protocols, data security processes, pre-registered analysis plans, and data sharing agreements.
- Other duties as assigned.

Basic Qualifications
- Undergraduate degree in public policy, economics, statistics, public administration or a related field and/or an equivalent combination of experience/training.
- Two plus years of relevant post-baccalaureate professional experience and/or related graduate degree.

Additional Qualifications
- Demonstrated experience in quantitative analysis, including cleaning large data sets, econometric or statistical analysis, and presentation of results for various academic and non-academic audiences
- Excellent organizational skills, writing skills, and attention to detail
- Demonstrated ability to work both independently and as a team member
- Eagerness and exceptional ability to juggle multiple projects and deadlines, while maintaining the highest level of rigor and professionalism
- Experience working in the public sector or on public sector challenges preferred
- Experience designing and conducting online surveys preferred
- Experience working on randomized controlled trials preferred
- Graduate degree preferred

Applications Instructions
- Your resume/CV should include your cumulative GPA in college and (if applicable) grad school. Applications will be reviewed on a rolling basis.
- Candidates should submit an application using this [Online Application Form](#).

Compensation: This is a fellowship position. The salary range for this position is $75,000-$95,000 per year. Starting salaries will generally be in the lower part of the salary range for the position.

Location: This position is based at the Harvard Kennedy School campus location, with some hybrid work options available.

Harvard University is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, gender identity, sexual orientation, pregnancy and pregnancy-related conditions, or any other characteristic protected by law.