Senior Project Director in Law Enforcement and Racial Equity
National Justice Database
Center for Policing Equity

At the Center for Policing Equity (CPE), we work to inspire social change thru data, science, and collaboration; we are researchers, thought leaders, and law enforcement professionals who believe the key to achieving equitable democracy in our nation lies in leveraging science for the public good. We are proud to be #JusticeNerds, and we are looking for a Senior Project Director who shares our passion to join our team.

CPE works collaboratively with law enforcement, communities, and political stakeholders to produce more justice for vulnerable communities. Together, we increase policing equity through transparency and accountability, while maintaining high standards of service, reliability, and protection.

As a result of our collaborations, we have received the endorsement of the Major Cities Chiefs Association and crafted a blueprint for research and action in policing equity. Our National Justice Database (NJD) is the nation's first and largest database tracking national statistics on police behavior, including stops and use of force, and standardizes data collection across many of the country's police departments. Led by four principal investigators—Phillip Atiba Goff, Jack Glaser, Amanda Geller, and Steven Raphael—the NJD uses tools taken from sociology, demography, public policy, criminology, psychology, and behavioral economics to focus on what causes racial disparities in policing and how one can measure these disparities. We have also collaborated with the U.S. Department of Justice, White House, and several State-level entities to advance the field of equitable policing.

We're proud to have worked with many of the largest and most committed police departments in the United States and abroad.

Here's what we are looking for:

Under the supervision of Dr. Goff, the Senior Project Director of NJD will direct the Center in the organization, oversight, and implementation of projects related to the NJD, from the recruitment of police departments to the delivery and promotion of reports and articles.

These efforts will be supported and enhanced by the work of:

- the NJD Project Director, who manages the front end of recruiting and onboarding new law enforcement agencies;
- the NJD Project Manager, who facilitates workflow and monitors progress of the NJD team; and
- the NJD Principal Investigators, who are the ultimate arbiters, designers and stewards of the entire Database project.

The Senior Project Director will oversee study design, the implementation of study protocols, data collection from sites, data analysis of study data, and drafting academic journal articles and reports. Job responsibilities also include research team management, supervision and hiring and training of new research staff and project coordinators.

The ideal candidate will excel at working with CPE project staff and senior leadership, in addition to developing and maintaining good working relationships with research partners, law enforcement agencies, public policymakers and community stakeholders. This position reports to the Executive Director, who is based in Los Angeles, CA.

Key Responsibilities:

1. Design study protocols for various partner police departments and determine and locate the necessary information and data requests in order to conduct analyses and create reports.
2. Work with the Principal Investigators of the NJD to develop and refine the research questions for reports, academic articles, and public-facing products using NJD data. This includes creating the design and methodology for each project, ensuring all protocols are IRB compliant, and oversight of the roll out of each study.
3. Work with the Principal Investigators of the NJD to draft, edit and submit manuscripts for peer-reviewed publications.
4. Manage and organize the data collection and evaluation of all projects within the NJD Portfolio, including ensuring that all datasets have been accurately entered, cleaned, coded, and are ready for proper analyses.
5. Conduct data analysis for projects in the portfolio using statistical analyses software such as SPSS or Stata.
6. Prepare technical reports and manuscripts for publication related to projects in the portfolio, which includes the drafting of reports, creation of necessary charts and tables, editing, and ensuring all formatting is correct.
7. Draft reports for project partners and the public, which includes the creation of Op-eds and blog posts for public consumption.
8. Create presentations for academic conferences, police departments and the general public with the ability to translate the science into a presentation for the lay public.
9. Build and maintain relationships with existing research partners, and act as liaison between researchers and partner departments.
10. Expand the network of research partnerships, including identification of new collaborators (researchers and PDs) as well as new projects that can be proposed to potential funding partners.
11. Supervise and manage staff of project coordinators and post docs, lead weekly team meetings, ensure workflow is efficient and timely to meet research goals, and independently reallocate administrative assignments of project staff, as necessary, to meet project deadlines.

12. Advise of any gaps in the current projects and provide opportunities to expand CPE's scope of work.
13. Research, identify and locate potential grant partners, make outreach to partners, and coordinate writing submissions. This includes writing and editing grants.

Required Qualifications:

1. PhD in social science, economics, criminal justice, public policy, political science, or other related field
2. Expertise in quantitative analysis and experimental design
3. Experience in academic and nonprofit/advocacy settings
4. Demonstrated interest in social justice and/or policing
5. Demonstrated ability to work collaboratively with diverse personalities in a wide variety of professional backgrounds and experiences
6. Relevant research project management experience in translational research
7. Advanced data analytic skills in social sciences, public policy, or related field
8. Demonstrated managerial and leadership experience
9. Demonstrated skill in monitoring longitudinal projects and coordinating players to adhere to deadlines
10. Availability and flexibility to travel
11. Excellent interpersonal skills with the ability to interact with law enforcement partners, researchers and a large multi-institutional network of collaborators

Preferred Qualifications:

1. Public speaking experience
2. Experience working with a geographically distributed or remote team
3. Experience with Agile project management methodologies (e.g., Kanban)

Application Requirements:

- **Cover Letter**
  Tell us a little about yourself and why you are interested in this position.
- **Curriculum Vitae**
- **Two Best Publications or Writing Samples**
  Research publications or other similar writing samples are required. Excellent analytical skills and the ability to communicate clearly and effectively are critical for this role.

Submit Application to: hiring@policingequity.org

Application Deadline:

Rolling, starting March 2017