

## Research Scientist in the Social Science of Law Enforcement and Racial Equity

*Center for Policing Equity*

Calling all Justice Nerds™! If:

- You're constantly thinking of ways to leverage policy and/or data to balance the scales of justice;
- You're excited to get your hands on police data and/or write up the analyses;
- The idea of working with police chiefs, data scientists, and social justice advocates appeals to you;
- You're living in New York or willing to relocate; and,
- You have a Ph.D. in a social science discipline with doctoral-level quantitative analysis training (or you are an exceptional candidate with an M.A. or an M.S.), and you have an interest in social science and law regarding policing and social justice,

...Then this job could be for you!

As a research and action think tank, the Center for Policing Equity (CPE) aims to provide leadership in equity through excellence in research. Using **evidence-based approaches to social justice**, we use data to create levers for social, cultural, and policy change. Right now, we are hiring a team of researchers to leverage our unique access to police data. Through the National Justice Database (NJD), CPE Research Scientists (RS) will analyze data from the first and largest database on police behavior in the country (e.g., vehicle stops, pedestrian stops, use of force, complaints against officers, etc.)

Our NJD is the nation's first database tracking national statistics on police behavior, and standardizes data collection across many of the country's police departments. Led by four principal investigators—Phillip Atiba Goff, Jack Glaser, Amanda Geller, Steven Raphael—the NJD uses tools taken from sociology, demography, public policy, criminology, psychology, and economics to focus on what causes racial disparities in policing and how one can reduce them.

This summer, Google engineers will build a system to automate data intake and standardization, as well as the analyses and reporting that we provide directly to participating law enforcement agencies. This will enable CPE to expand the NJD dramatically—and will further allow CPE researchers to focus on innovative comparative analyses, papers, and reports leveraging aggregated data from this uniquely robust and ever-growing database.

Through both peer-reviewed scientific publishing and public-facing research reports, the RS's will be tasked with both discovering the truth about race and policing and translating it to a public that is hungry for that truth.

### **Here's what we are looking for:**

The Center for Policing Equity is looking for skilled quantitative researchers with a passion for research on race and policing. As an RS, you will focus primarily on producing high-level scholarship and public reports based on CPE's work with the NJD and other projects. Your ability to focus on research production and innovation are most important to us. Additionally, you may take advantage of leadership opportunities at CPE including spearheading professional networks, translating our science to communities of police practice, and/or engaging journalists in print, radio, online, or broadcast media. CPE will provide training in media engagement,

writing for general audiences, and messaging for those who are interested. In this role, you will have ample opportunities for authorship on numerous publications, as well as opportunities to present research and network with scholars, policy makers, and community stakeholders. You will work directly with the President of CPE, the principal investigators of the National Justice Database, and a team of innovative researchers and collaborators to contribute to the internal learning of the organization.

**Key Responsibilities:**

1. Conduct advanced quantitative analyses on policing data, and contribute to reports and academic research articles relevant to the intersection of law enforcement and issues of racial and gender equity, with a focus on the spatial location of policing incidents
2. Help to develop, maintain and maximize the utility of the nation’s first and largest database of police behavior data
3. Draft issue briefs, testimony, and talking points
4. Support CPE in its academic activities

**Required Qualifications:**

1. PhD/ABD, (exceptional candidates with M.A. or M.S. will also be considered) in a relevant field (e.g., Criminology, Demography, Political Science, Sociology, Epidemiology, Psychology, Data Science), with an interest in social science and law regarding policing and social justice
2. Superior research skills; strong quantitative and analytic skills
3. Unwavering attention to details
4. Demonstrated ability to initiate and successfully manage projects to completion
5. Live in New York or be willing to relocate

**Preferred Qualifications:**

1. Experience with geocoded data and multi-level modeling (using Stata, SAS, SPSS, R and/or Python)
2. Experience in policing, criminology, or criminal justice
3. Experience working with geographically distributed or remote teams

**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.

**Application Deadline:** Rolling, starting June 2017

**Submit to:** [hire@policingequity.org](mailto:hire@policingequity.org)