Be a Fellow with the Office of Evaluation Sciences:
Apply behavioral insights, measure impact, and help make the Government work for people

The Office of Evaluation Sciences (OES) is currently accepting applications for one-year fellowships beginning in October 2018 in Washington, D.C. Based at the General Services Administration (GSA), OES is a team of applied researchers tasked with applying insights from the social and behavioral sciences to federal programs, and testing and learning what works. OES partners with federal agencies to evaluate the effectiveness of new evidence-based interventions on program outcomes and provides agencies evidence to make informed programmatic decisions.

Over the past three years, OES has completed over 45 randomized evaluations with agency partners. OES has made major strides improving federal programs by applying and testing the impact of behavioral insights on a diverse range of agency outcomes. Dozens of agencies have joined this effort, creating innovative partnerships to tackle some of the most pressing challenges in the United States and abroad. OES is recruiting talent to rigorously test insights on a variety of agency priorities, such as improving the effectiveness and efficiency of government operations, addressing opioid prescribing and addiction, increasing access to benefits and services for servicemembers and veterans, promoting energy use reduction, and supporting retirement security.

For more information on our portfolio to date, go to https://oes.gsa.gov/work/.

Fellowship Details

Full-time fellowship positions will start in October 2018 based at GSA in Washington, D.C. Most Fellows and Associate Fellows join OES on-loan from academic, nonprofit, or government offices on either a reimbursable or non-reimbursable basis. Fellows have come from a variety of universities (e.g. Harvard University, Reed College, and University of Washington), non-profits (such as policy think tanks), and various federal departments. Other types of federal appointments may be offered on a limited basis.

The OES team combines academic and research expertise with experience implementing and evaluating evidence-based interventions in complex settings. Responsibilities of OES Fellows include:
- Understanding agency objectives and priorities, identifying opportunities to translate findings from the social and behavioral sciences into concrete recommendations.
- Driving implementation on 3-5 projects, including collaborating with agency partners to ensure:
  - intervention ideas and the pilot design meet agency goals;
  - field experiments are implemented as planned; and,
  - the implications of results are clearly understood.
- Working directly with agency collaborators to design and rigorously test interventions.
- Performing data analyses and interpretation.
- Distilling findings into reports, policy memos, and academic publications.
- Assisting, as needed, on additional projects being managed by other team members.
- Collaborating on and contributing to internal team tasks.
- Representing the team by attending and presenting at internal government and external conferences, and workshops.

Applicant Profile

OES team members must possess a unique set of technical and professional skills. This includes deep knowledge of at least one field within the social and behavioral sciences, the ability to creatively apply research knowledge within the federal government setting, the ability to design and manage the day-to-day operations of a large operational field trial, and exceptional communication and interpersonal skills. OES is currently recruiting for the following two roles with associated experience:

- <u>Fellows</u> have substantial expertise in the social and behavioral sciences field. Typically they are researchers with a PhD and publication record in a social or behavioral science field (e.g., economics, psychology, political science, statistics, sociology, public policy, business, etc.).
- <u>Associate Fellows</u> typically have recently completed a PhD or post-doc, or have a Master's Degree plus two or more years of relevant experience.

Additionally, applicants must possess:

- General knowledge of applied social and behavioral sciences and specialized knowledge of at least one domain of study within the social and behavioral sciences
- Ability to think creatively about how insights from the social and behavioral sciences can be translated into concrete interventions that are feasible within specific federal programs
- Curiosity and willingness to learn about federal agencies and their practical and regulatory constraints
- Knowledge of evaluation design and analysis strategies, such as randomized controlled trials
- Statistical competency in at least one data analytic programming language (e.g., R, Stata, Matlab, SAS)
- Ability to effectively explain technical concepts to broad audiences, orally and in writing
- Strong and concise writing skills, including under tight deadlines. Excellent project management and organizational skills
- Flexibility, self-motivation, and the ability to manage multiple tasks efficiently in a team

Preferred qualifications include one or more of the following:

- Significant experience conducting randomized evaluations in field settings
- Experience working with government programs, policies, operations, and/or data
- Advanced statistical and data skills, including experience handling large data sets
- Professional design skills (e.g. interaction design, visual communication design, etc.)
- Expertise in one or more U.S. domestic policy sectors

Application Details

Applicants may apply online via https://oes.fluidreview.com/. The deadline to submit is 11:59 p.m. EST Sunday, January 14, 2018. Finalists will be invited to an interview process that will include a writing exercise, up to two stages of interviews, and an in-person research presentation. We expect final decisions to be communicated to candidates by mid-March 2018.