We are looking for a

Senior Applied Researcher

SJI is a nonprofit organization deeply committed to supporting people from underinvested communities in building sustainable careers. We do this through local career-connected training programs and workforce development initiatives, as well as research, evaluation, and technical assistance for organizations nationwide. We center lived experiences in our approach, using what we learn to inform workforce systems that are more responsive, supportive, and effective for all.

POSITION DESCRIPTION

We are seeking a **Senior Applied Researcher** to join our Research, Data, and Design (RDD) team in a full-time, temporary role with an anticipated five-month duration. This role offers the opportunity to make a meaningful impact on how state government partners use data to improve services, measure outcomes, and align programs to participant and community needs.

As a Senior Applied Researcher, you will:

- Lead and support quantitative components of applied research, technical assistance, and evaluation projects
- Analyze survey, administrative, program, or public datasets to identify trends, gaps, and actionable insights; generate crosstabs, visualizations, and reproducible workflows in R
- Develop dashboards, metrics, and tools that help partners use data effectively
- Contribute to qualitative research, including interviews, focus groups, and co-design activities
- Conduct ROI analyses and participate in policy- or workforce-focused research projects
- Communicate findings and recommendations clearly to diverse audiences

WHAT YOU CAN EXPECT IN YOUR FIRST 90 DAYS

In your first month, you'll get oriented to RDD's ways of working, active projects, and partner contexts, while contributing immediately to ongoing survey and/or quantitative analyses and priority deliverables.

In months two and three, you'll continue contributing across projects, collaborating with teammates and partners on dashboards, reports, and data improvement guides, supporting qualitative research, and producing partner-facing deliverables.

WHO WE ARE LOOKING FOR

We are seeking someone with strong quantitative skills who enjoys mixed methods research and is energized by working on a small team that values collaboration, co-design, and a focus on developing practical solutions.

You are:

- Able to apply a human-centered, equity-focused lens to your work
- Adaptable, patient, and resourceful, willing to roll up your sleeves and figure things out

- Attentive to context, taking the time to understand partners' data structures, processes, and capacity to inform meaningful analyses and improvements

QUALIFICATIONS & EXPERIENCE

- Relevant education and/or experience in economics, statistics, public policy, education, social science, or a related field (typically 3+ years of research experience)
- Strong foundation in statistics and quantitative methods, with the ability to apply them flexibly to research, evaluation, and improvement projects
- High proficiency in R and Excel; experience with reproducible workflows and version control (Git/GitHub)
- Experience developing dashboards and visualizations (Tableau, Power BI, or similar tools)
- Interest in contributing to qualitative and policy research
- Strong communication and organizational skills, with the ability to work effectively with internal teams, external partners, and non-technical audiences, and to present complex ideas clearly in writing
- Ability to travel occasionally

NICE TO HAVES

- Experience in workforce development, education, social services, or related policy areas
- Experience with economic or financial modeling in education, workforce development, or apprenticeship programs
- Familiarity with labor market data, public benefits programs, or employment/training systems
- Familiarity with additional analytical and collaboration tools (e.g., Mural, mockup/prototyping software)

ABOUT THE RESEARCH, DATA, AND DESIGN TEAM

Using research, data analysis, and human-centered design, the RDD team collaborates with government, higher education, and non-profit partners to strengthen programs and systems that serve communities. We envision a world where everyone can access high-quality services that help them develop their potential and reach their career goals.

Recent projects have included:

- Supporting partners in using data effectively through dashboards, metrics, and practical tools
- Engaging participants and staff through interviews, surveys, focus groups, and co-design activities
- Conducting evaluation studies, including ROI analyses of workforce programs
- Assisting partners in advancing organizational change and improving basic needs services

HOW WE WORK

We're a small, collaborative team that values strong partnerships and continuous learning. Each member contributes to shaping projects, solving problems, and delivering value. Beyond core project work, we support partners in staying organized and growing through thoughtful project management, facilitation, and professional development. We approach our work with flexibility, focusing on strong relationships, effective processes, and meaningful results.

WORK ENVIRONMENT

SJI operates in a hybrid flexible work environment where remote work is supported and encouraged. However, in-person requirements for conferences, organizational events, meetings, and other occasions will be required.

COMPENSATION AND BENEFITS

This is a temporary, full-time position with a defined term of approximately five months, with an annual salary range of $85,421.45 to $99,026.87, depending on experience and qualifications. Temporary employees are not eligible for employer-sponsored benefits (including medical, dental, vision, disability, life insurance, flexible spending accounts, or 401(k) participation) during the temporary employment period; however, they do accrue paid time off (PTO), which includes sick leave, and are eligible for personal holidays and organization-recognized holidays in accordance with SJI policy.

RECRUITMENT TIMELINE AND NEXT STEPS

Key Steps:

1. Application review
2. Phone interview - 30 minutes
3. Scenario review (to be discussed during panel interview)
4. Panel interviews, Teams - 1 hour

Ideal Start Date: April 20th or May 4th, 2026

As an Equal Opportunity Employer, SJI encourages people of all backgrounds to apply, including BIPOC, immigrants, refugees, women, LGBTQIA2S+, people with disabilities, and veterans. We recognize your unique qualities and the value you bring to our commitment to the communities we serve. Together, we create and preserve inclusive and equitable environments.

SEND YOUR RESUME AND COVER LETTER TO HR@SEATTLEJOBSINIT.COM