

## 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 fellowships beginning in Fall 2020 in Washington, D.C.

Based at the General Services Administration (GSA), [OES is a team of interdisciplinary experts](#) that works across government to help agencies build and use evidence. Team members work alongside agency collaborators to apply behavioral insights, make concrete recommendations on how to improve government, and evaluate impact using administrative data. OES is uniquely situated at the center of government to share leading practices, develop resources and build skills in the Federal workforce on evidence and evaluation.

To date, OES has completed over [70 randomized evaluations](#) with dozens of agency partners. OES follows the best practices in social science research to build evidence in order to be a [leader in transparency and accountability](#). OES forms innovative partnerships to tackle some of the most pressing challenges in the United States and abroad, such as opioid prescribing, access to healthcare for Veterans, reducing energy use and costs, and improving government efficiency.

### Fellowship Details

The work and role of OES is unique — directly designing, implementing, and analyzing behavioral interventions through randomized evaluations in a large-scale Federal policy environment. OES Fellows apply promising interventions at a national scale, reach millions of people, and work closely with key decision makers in government. Fellows design and direct high-impact projects, author academic publications, shape their own portfolio of work, and benefit from a dynamic team and flexible Federal work environment. [Learn about former and current OES Fellow's experiences here.](#)

Full-time fellowship positions start in Fall 2020 in Washington, D.C. 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 (e.g., ideas42 and MDRC), and Federal departments (there is additional flexibility for Federal employees applying for a rotational detail). [See team bios here.](#)

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 design meet agency goals;
  - field experiments are implemented as planned; and,
  - results implications are clearly understood
- Working directly with agency collaborators to design and rigorously test interventions
- Performing data analysis and interpretation
- Distilling findings into reports, policy memos, and academic publications
- Representing the team by presenting at government and external conferences and meetings

- Assisting, as needed, on additional projects being managed by other team members. Collaborating on and contributing to internal team tasks and projects

## 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:

- Fellows 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.).
- Associate Fellows typically have recently completed a PhD or postdoc, or have a Master's Degree plus two or more years of relevant experience.

Additionally, applicants should 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 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)
- Ability to effectively explain technical concepts to broad audiences, orally and in writing
- Strong and concise writing skills 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
- Expertise in one or more U.S. domestic policy sectors

## Application Details

Applicants may apply online [here](https://oes.gsa.gov/contact) (oes.gsa.gov/contact). The deadline to submit is **11:59 p.m. EST Sunday, December 15, 2019**. Finalists will be invited to an interview process that will include a writing exercise, a video interview, and an in-person research presentation in Washington, D.C. We expect final decisions to be communicated to candidates by late February 2020.

\*Note: A Google email is required to access the Fellowship Application. If you are unable to access the application through Google Forms, please see the [full application here](#) and send the required documents in PDF format to oes@gsa.gov with the subject line: "Last Name, First Name, OES Fellowship Application 2020." PDF document titles should also follow this format (eg, "Last Name, First Name, Cover Letter").

<https://oes.gsa.gov>