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 2019 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.

OES has completed over 60 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, while being a leader in transparency and accountability and following the best practices in social science research. Dozens of agencies have joined this effort, creating 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. Visit our website more information on our portfolio to date.

Fellowship Details

The work and role of OES is unique - directly designing, implementing and analyzing evidence based interventions and randomized evaluations in a large-scale federal policy environment. OES Fellows apply promising interventions at a national scale, run large scale tests reaching millions of people, and work closely with key decision makers in government. Fellows shape their own high-impact portfolio of work, design and direct projects, author academic publications, and benefit from a dynamic team and flexible Federal work environment.

Full-time fellowship positions start in October 2019 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, MDRC), and federal departments. There is additional flexibility for Federal employees applying for a rotational detail.

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,
  - the implications of results 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

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 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 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 via https://oes.fluidreview.com/. The deadline to submit is 11:59 p.m. EST Sunday, December 30, 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 to late March 2019.