



UC Berkeley

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Position: **Researcher/Senior Researcher (Health & Safety Net)**

About the California Policy Lab

The California Policy Lab (CPL) generates research insights for government impact. Through hands-on partnerships with government agencies, CPL performs rigorous research across issue silos and builds the data infrastructure necessary to improve programs and policies that millions of Californians rely on every day. We work on California's most urgent issues, including homelessness, poverty, criminal justice reform, and education inequality. At its Berkeley site, CPL resides as a center within the Institute for Research on Labor and Employment (IRLE).

CPL recognizes the value of having a diverse staff at all levels of the organization. We are looking for equity-minded applicants who represent and understand the diverse racial and ethnic, gender identity, sexual orientation, educational, socioeconomic, cultural, and disability backgrounds present in California. When you join our team, you can expect to be part of an inclusive and equity-focused community.

The Position

The Researcher will lead CPL's research portfolio relating to the social safety net and health, in collaboration with and under the oversight of CPL's [faculty affiliates](#) and Research Director. This is an exciting open-rank role for a skilled safety-net and/or health researcher who wants to design and conduct policy-relevant quantitative research in partnership with state and local agencies throughout California. The Researcher conducts quantitative research, including conceptualizing research questions and design; requesting, receiving, and cleaning data files; creating and implementing an analysis plan; conducting quality assurance reviews; summarizing results in documents for both academic and policy audiences; and generating replicability documentation. The Researcher can implement multiple research designs and analysis techniques, including but not limited to randomized control trials, quasi-experimental designs using natural experiments or other such variation, and difference-in-difference and event study analyses. Further, a successful candidate can lead research projects with small teams, write proposals to support research projects, and ensure timely and high quality completion of research tasks. The Researcher will mentor and supervise other research staff.

The position will report to the Research Director and will work directly with leading social policy researchers at UC and other top universities, state and local government agency staff, and CPL's leadership team. The working job title (Researcher vs. Senior Researcher) and the campus job title (Associate Specialist vs Specialist) will be based on experience and qualifications.

This position is based in Berkeley, CA with an expectation of 3 days a week in the office.

Principal Responsibilities

- Under the oversight of the Research Director, conduct quantitative research, including conceptualizing research questions and design; requesting, receiving, and cleaning data files; creating and implementing analysis plans; conducting quality assurance reviews; summarizing results in documents for both academic and policy audiences; and generating replicability documentation.
- Annually publish multiple reports and policy briefs based on research.
- Implement multiple research designs and analysis techniques, including but not limited to randomized control trials, quasi-experimental designs using natural experiments or other such variation, and difference-in-difference and event study analyses.
- Lead research projects with small teams, write proposals to support research projects, and ensure timely and high-quality completion of research tasks.
- Supervise other research staff, provide feedback on performance.
- Partner effectively with state and local agency staff to build a joint research agenda.

Preferred Qualifications

- Training and experience that clearly demonstrates qualifications strongly preferred.
- Ph.D. in economics, public policy, or related social science field, or equivalent experience strongly preferred.
- Five or more years of post-Ph.D. experience managing projects as a Principal Investigator and supervising project staff strongly preferred.
- Fluency in data-analysis packages from commonly used programming languages like Python, R, Stata, SQL, or SAS strongly preferred.
- Expertise in one of CPL's policy areas strongly preferred.
- Strong interpersonal and communication skills and ability to work both independently and as a team member strongly preferred.
- Strong organizational skills and attention to detail and ability to multi-task with demanding timeframes strongly preferred.
- Record of independent research and publication, including leading research design and analysis and writing for both academic and policy audiences.
- Experience writing grant proposals, communicating with funders, and managing grant reporting.
- Expertise in social safety net and/or health policy research.
- Experience working with large and complex administrative datasets, including data linkage techniques.
- Knowledge of data management systems, practices, and standards and ability to work discreetly with sensitive and confidential data, and experience with GitHub.
- Experience collaborating with government agency partners.

Salary & Benefits

This position is full-time and will start as a two-year contract.

The UC academic salary scales set the minimum pay determined by the rank and step at appointment. See the following table(s) for the current salary scale(s) for this position: <https://www.ucop.edu/academic-personnel-programs/files/2025-26/policy-covered-july-2025-scales/t24-a.pdf>. The current full-time base salary range for this position is \$76,500 - \$197,700.

Off-scale salaries, which yield compensation that is higher than the published system-wide salary at the designated rank and step, are offered when necessary to meet competitive conditions.

For information on the comprehensive benefits package offered by the University visit: <http://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html>

How to Apply

Go to <https://aprecruit.berkeley.edu/JPF05157>

This recruitment will remain open until filled. Specific questions regarding the recruitment can be directed to Chris Runde at chris_runde@berkeley.edu.

About UC Berkeley

UC Berkeley is committed to diversity, equity, inclusion, and belonging in our public mission of research, teaching, and service, consistent with [UC Regents Policy 4400](#) and University of California Academic Personnel policy ([APM 210 1-d](#)). These values are embedded in our [Principles of Community](#), which reflect our passion for critical inquiry, debate, discovery and innovation, and our deep commitment to contributing to a better world. Every member of the UC Berkeley community has a role in sustaining a safe, caring and humane environment in which these values can thrive.

The University of California, Berkeley is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or protected veteran status.

For more information, please refer to the [University of California's Affirmative Action and Nondiscrimination in Employment Policy](#) and the [University of California's Anti-Discrimination Policy](#).

In searches when letters of reference are required all letters will be treated as confidential per University of California policy and California state law. Please refer potential referees, including when letters are provided via a third party (i.e., dossier service or career center), to the [UC Berkeley statement of confidentiality](#) prior to submitting their letter.

As a University employee, you will be required to comply with all applicable University policies and/or collective bargaining agreements, as may be amended from time to time. Federal, state, or local government directives may impose additional requirements.

Conviction History Background

This is a designated position requiring fingerprinting and a background check due to the nature of the job responsibilities. Berkeley does hire people with conviction histories and reviews information received in the context of the job responsibilities. The University reserves the right to make employment contingent upon successful completion of the background check.

As a condition of employment, the finalist will be required to disclose if they are subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct.

“Misconduct” means any violation of the policies or laws governing conduct at the applicant’s previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment or discrimination, as defined by the employer.

For reference, below are UC’s policies addressing some forms of misconduct:

- [UC Sexual Violence and Sexual Harassment Policy](#)
- [UC Anti-Discrimination Policy](#)
- [APM - 035: Affirmative Action and Nondiscrimination in Employment](#)