



UC Berkeley

Steven Raphael, Faculty Director
Evan White, Executive Director
2521 Channing Way
Berkeley, CA 94720

UCLA

Till von Wachter, Faculty Director
Janey Rountree, Executive Director
337 Charles E. Young East, Ste 4284
Los Angeles, CA 90095

Position: **Senior Data Analyst**

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 Senior Data Analyst is an exciting opportunity for a skilled programmer who wants to directly inform policy development and improvement in California. The ideal Senior Data Analyst is an expert programmer who is fluent in multiple programming languages, has experience with SQL databases and large administrative datasets, and believes in CPL's mission. The Senior Data Analyst will be responsible for: helping research affiliates and other staff write and troubleshoot code to accomplish research tasks; using data science, econometric, and machine learning methods to extract meaning from data; building, managing, and optimizing ETL pipelines and SQL databases for research purposes; implementing linkages of large administrative datasets and preparing analysis datasets; and preparing graphs, tables, maps, or other visual displays of research results. The Senior Data Analyst will contribute to applied research projects that aim to improve programs and policies in California. The Senior Data Analyst will report to CPL's Research Director, Dr. Johanna Lacoe.

The Senior Data Analyst should have strong working knowledge of multiple languages, including Python, R, Stata, and/or SAS. In addition, the Senior Data Analyst should have experience building and managing SQL databases, preferably in Microsoft SQL Server. The position works directly with leading social policy researchers at UC and beyond, staff from state and local government agencies, as well as the leadership team at CPL, and it is important that the candidate be able to explain highly technical concepts to different audiences.

The position will be based at our UC Berkeley office, with the option of working remotely up to two days per week.

Responsibilities

- Write and troubleshoot code to prepare analysis datasets and accomplish research tasks.
- Implement linkages of large administrative datasets, maintain and improve CPL's base hashing and linkage code, and work with researchers to use the code.
- Prepare graphs, tables, maps, or other visual displays of research results.
- Build and maintain ETL pipelines for CPL's data sources.
- Maintain and implement a data management plan for CPL's principal datasets, including version control procedures.
- Design, maintain, and optimize relational databases (MS SQL Server) for sensitive administrative datasets.
- Identify responsible opportunities to use automation and AI-enabled tools to improve data workflows, documentation, metadata management, code review, and internal knowledge management.

Required Qualifications

- Minimum requirement of a Bachelor's degree in computer science, data science, statistics, economics, or equivalent related experience.
- Extensive experience in computer programming required, including fluency in data-analysis packages from commonly used programming languages like Python, R, Stata, and/or SAS, as well as version control systems such as Git.
- Experience with efficiently analyzing large datasets (>10TB).
- Experience building and maintaining databases in SQL.
- Knowledge of data management systems, practices, and standards.
- Strong interpersonal skills and communication skills.
- Strong organizational skills and attention to detail.
- Ability to multi-task with demanding timeframes.
- Ability to work both independently and as a team member.
- Ability to work discreetly with sensitive and confidential data.

Preferred Qualifications

- Experience in record linkage, also known as data matching or probabilistic entity resolution.
- Experience in machine learning, natural language processing, data visualization, and GIS.
- Experience with virtualized environments (VMware), computing resource allocation, and strategies for speeding up analysis of large datasets.
- Proficiency in multiple statistical programming languages.
- Knowledge of other programming and scripting languages, such as C, Java, and JavaScript.
- Experience using AI or automation tools to streamline workflows, improve knowledge and data management, or support decision-making and analysis.
- Proficiency in MS SQL Server.
- Proficiency optimizing large databases of several terabytes.
- Knowledge of social science research methods.
- Experience translating data into compelling data visualization, including maps, interactive figures, and dashboards.

Salary & Benefits

This is a full-time (40 hours/week) Career position eligible for UC benefits.

For information on the comprehensive benefits package offered by the University, please visit the University of California's [Compensation & Benefits](#) website.

Under California law, the University of California, Berkeley is required to provide a reasonable estimate of the compensation range for this role and should not offer a salary outside of the range posted in this job announcement. This range takes into account the wide range of factors that are considered in making compensation decisions including but not limited to experience, skills, knowledge, abilities, education, licensure and certifications, analysis of internal equity, and other business and organizational needs. It is not typical for an individual to be offered a salary at or near the top of the range for a position. Salary offers are determined based on final candidate qualifications and experience.

The budgeted salary range for this position is \$95,000 - \$130,000.

How To Apply

Go to <https://jobs.berkeley.edu/job-listings> and click "External Applicants" (or "Internal" if you're a current UC Berkeley employee) and then search for keyword **#88224**, which is the job ID. To apply, please submit your resume and cover letter. The First Review Date for this job is August 27, 2026. For full consideration, please apply on or before the first review date.

Other Information

- This is not a visa opportunity. This position does not include sponsorship of a new consular H-1B visa petition that would require payment of the \$100,000 supplemental fee.
- This position is eligible for up to 2 days/week remote work within the United States. Exact arrangements are determined in partnership with your supervisor to meet role responsibilities and department needs, and are subject to change.
- This position is governed by the terms and conditions in the agreement for the Technical Unit (TX) between the University of California and the University Professional and Technical Employees (UPTe). The current bargaining agreement manual can be found at: <http://ucnet.universityofcalifornia.edu/labor/bargaining-units/tx/index.html>

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.

Misconduct

SB 791 and AB 810 Misconduct Disclosure Requirement: As a condition of employment, the final candidate who accepts a conditional offer of employment will be required to disclose if they have been subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct; received notice of any allegations or are currently the subject of any administrative or disciplinary proceedings involving misconduct;

have left a position after receiving notice of allegations or while under investigation in an administrative or disciplinary proceeding involving misconduct; or have filed an appeal of a finding of misconduct with a previous employer.

“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, discrimination, dishonesty, or unethical conduct, 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](#)

[Abusive Conduct in the Workplace](#)

Equal Employment Opportunity

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