



Clean Slate Initiative
Director of Research & Data

*Flexible, USA



What is the Clean Slate Initiative?

The Clean Slate Initiative (CSI) was founded in 2019 as a national bipartisan organization advancing policies to automate and expand eligibility for record clearance. One in three Americans lives with a past record of arrest, conviction, or incarceration that limits their ability to find work, continue their education, obtain a professional license, or fully participate in family and civic life.

The Clean Slate Initiative's vision is that everyone in America should have a fair opportunity to work, have a safe home, take care of their families, and contribute to their community. We achieve this vision by uniting businesses, advocates, community members, and impacted people across the country to ensure that conviction and non-conviction records are no longer a life sentence to poverty, and past mistakes will no longer define our futures. Since its inception, the organization has won clean slate policies in Utah, Michigan, Connecticut, Delaware, Colorado, and Oklahoma. Altogether, these policies will remove barriers and increase opportunities for more than two million Americans.

CSI's strategic plan includes the goal of clearing conviction and non-conviction records for at least 4.4 million people, including nearly 1 million Black people, by 2025. To achieve this scale, CSI is growing its remote staff.

The Clean Slate Initiative promotes a culture of collaboration, accountability, and learning. Eighty percent (80%) of our staff are directly impacted, and fifty-six percent (56%) are employees of color. By centering the experiences of people directly impacted by the criminal legal system at all levels of the organization, we transform pain into power. All staff gather for several days each quarter to develop quarterly priorities and think creatively together. In addition, we engage in at least one learning trip a year as part of our goals for stakeholder development and building shared values.

Position

The Director of Research and Data is instrumental in guiding CSI's research activities and objectives in pursuit of the mission. As a key member of CSI's leadership team, the successful candidate will serve as the lead strategist to translate research findings into manageable organizational actions and goals. A person with a highly analytical mind and the ability to analyze and assess data, the ideal person will work remotely with team members with the ability to travel occasionally.

The Director will manage a multi-faceted, data driven research agenda designed to inform CSI's advocacy and public education efforts, measure and refine impact, and expand the policy footprint in clearing barriers and increasing opportunities for millions of people with records.

The Director will work as part of a senior leadership team to curate, manage and implement research strategies that advance CSI's overall program while establishing a body of analysis to validate the impact of Clean Slate policy among key audiences including academics, policymakers, donors, bipartisan allies, and the public. In addition to managing an existing set of research partners and content, the Research Director will work with key stakeholders to identify gaps in research and an expanded research agenda that helps CSI achieve its goals and understand the current context in which we do our work.

The Director will report directly to CSI's Director of Operations and Impact and will work closely with the Programs Department including campaign associates as well as the Communications Department to ensure alignment, share key findings from research relevant to the team's work, and collaborate in pursuit of the mission. The Director will work closely with and oversee the work of the Data Scientist (contractor).

Responsibilities

- Develop a research agenda to inform policy and increase knowledge of challenges and opportunities that exist related to criminal justice efforts with a specific focus on record clearance.
- Identify, track and keep up with the latest research and policy analysis about expungement and related issues, including economic and public safety research that demonstrates the kind of impact that Clean Slate has on employment, recidivism, family security, and crime reduction.
- Manage CSI's existing portfolio of research partners, including regularly convening groups, meeting with researchers one-on-one to assess progress, reviewing research products and acting as a liaison between the researchers and CSI's federal and state program activities which include advocacy, communications, and public education.
- Work with CSI staff, consultants, and partners to develop and implement effective data driven research strategies that deeply incorporate CSI's racial equity values, center directly impacted people, and that leverage our growing expertise based on state campaigns and feedback from a diverse network of partners.
- Collaboratively contribute to CSI's strategic plan and provide input for development and growth utilizing the research findings, trends, and needs identified.
- Implement a research and data model framework to measure the quality and impact of research findings, ensuring the agenda is leading CSI toward the achievement of strategic, policy-relevant goals.
- Serve as the primary point of contact for all research grants awarded by CSI including issuing RFPs, managing awards and maintaining relationships with grant recipients.
- Oversee CSI's data infrastructure and model development including making decisions about obtaining and storing data

- In collaboration with the policy and programs team, lead the prioritization and design of research and analytics projects using quantitative and qualitative approaches. Specific approaches and activities may include literature reviews, survey instrumentation, data collection and analysis, writing reports, and summarizing findings for diverse audiences.
- Work collaboratively with CSI's data scientist to refine the organization's impact prediction model and publish results and findings in service of CSI's goals.
- Support state campaigns with relevant research findings and data as requested.
- Supervise Data Scientist and other staff as hired.
- Serve as the public facing research arm of CSI, building relationships with researchers, attending conferences and other activities that build and maintain visibility.

Must-Have Qualifications

- A Masters' Degree or higher in economics, criminal justice, political science, sociology or other relevant field.
- Minimum of 10 years of experience leveraging data and research for legislative advocacy with knowledge of data collection and statistical analysis, research and program evaluation methodologies, and evaluation in the fields of criminal justice, economics, or other relevant fields.
- Experience with quantitative and qualitative research methods and capacity to design, evaluate and assess policy research based on academic standards.
- Knowledge of latest research and policy analysis tools, data bases/sources, and techniques to provide cutting edge capacity to CSI's work.
- A highly strategic and analytical thinker with demonstrated success collecting, analyzing and using data to convey a story.
- Excellent communication skills; the ability to translate and communicate complex research findings to a wide array of non-academic constituencies.
- Prior experience supervising staff engaged in data analysis and research.
- Prior experience working to advance policy change related to criminal justice, public safety, and economic/workforce fields across the political spectrum.
- Deep understanding and commitment to criminal justice reform.
- Strong work ethic and highly detail oriented.
- Highly analytical and strong mathematical skills.
- Demonstrates the highest degree of personal responsibility, accountability, and decision making.
- Has sound judgment is sensitive to diverse constituencies, and can collaborate with individuals from a range of backgrounds.
- Must have a genuine interest in being a part of a diverse and inclusive organization committed to equity and justice.

Compensation & Benefits

This is an outstanding opportunity for a highly motivated leader to join a highly respected and rapidly growing organization. Clean Slate Initiative is prepared to offer a very attractive compensation package, including a competitive base salary of \$150,000-\$170,000. In addition, Clean Slate Initiative will offer a comprehensive benefits package that includes 100% employer-paid health, dental, and vision insurance, 3% automatic contribution and a 3% employer match on 401k contributions, pre-tax transportation benefits, and paid holidays, vacation, sick, and volunteer time off.

Location*

This is a remote position will require occasional travel, approximately 10-15%. Hybrid office/remote work will be provided for candidates in close proximity to Orlando, FL and an arrangement will be discussed through the hiring process.

How to Apply

We encourage all applicants to review our website to fully familiarize themselves with the Clean Slate Initiative before applying: www.cleanslateinitiative.org. If you are interested in applying for this position, please click below.

To apply to this position, please click [HERE](#).

Hiring Statement

Clean Slate Initiative is a project of New Venture Fund (NVF), a 501(c)(3) public charity that incubates new and innovative public-interest projects and grant-making programs. NVF is committed to attracting, developing and retaining exceptional people, and to creating a work environment that is dynamic, rewarding and enables each of us to realize our potential. NVF's work environment is safe and open to all employees and partners, respecting the full spectrum of race, color, religious creed, sex, gender identity, sexual orientation, national origin, political affiliation, ancestry, age, disability, genetic information, veteran status, and all other classifications protected by law in the locality and/or state in which you are working.

COVID-19 Policy

To center the safety and well-being of its employees, New Venture Fund requires that any employee who is required to conduct in-person activities for their job must be fully vaccinated against COVID-19 within four weeks of their start date. This position may require



candidates to be fully vaccinated against COVID-19. Accommodations may be sought and approved in accordance with the law by contacting human resources at HR@newventurefund.org.

This position description is based upon material provided by the Clean Slate Initiative, an equal opportunity employer.

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