



**National Police Foundation Seeks Director to Lead the Foundation's
Research and Evidence-Based Policing Translational Initiatives**

If you're passionate about advancing the police profession through science and using research evidence to solve some of society's most challenging, pervasive problems, we've got the job of a lifetime for you. This opportunity will position you to define and lead a research portfolio with national impact, play a principal role in expanding and sustaining evidence-based policing, and lead a robust team of dedicated and talented researchers who work every day to produce scientific insights and translate research for police leaders across the U.S. and around the world. This isn't just a job – it's a unique opportunity to be on the cutting edge of scientific contributions that transform policing and support significant improvements in public safety on a national and international scale.

This position is so important to the Foundation and our future successes that we'll take the time to find the perfect candidate who can play a highly-visible, national role in generating research to meet the needs of police and the people they're sworn to protect. You and your team will define, plan and lead groundbreaking studies and experiments that directly support criminal justice practitioners and the communities they serve. You will have the platform and institutional support you need to translate and publish your findings, ensuring that your work informs not only the research community, but the practitioners best-poised to put your results into action. It's an opportunity to make a positive impact on thousands of people and officers each and every day. If you have the passion, energy, requisite skills, and a strong commitment to the cause, we encourage you to apply.

We offer a competitive compensation and benefits package to compliment the role's most significant benefits – the lasting change you will make for the betterment of our communities and policing.

The position will remain open until filled.

National Police Foundation



Director of Research

Job Title: Director of Research
Grade: TBD

FLSA Status: Exempt
Type of Position: Full-time, Regular

Department: Research Division
Reports To: Chief Operating Officer

Reporting to This Position: Research Staff
Location: Washington DC

JOB SUMMARY

The Police Foundation is national non-profit, non- partisan organization that, consistent with its commitment to advance policing, has been on the cutting edge of police innovation and research for nearly 50 years. The Police Foundation generates and applies scientific evidence to increase public safety, strengthen communities, and empower law enforcement to understand their impact and implement programs and policies grounded in the best available research findings. The Police Foundation strongly believes that evidence-based policing is not only a promising approach to advance the police profession, but a mandate to achieve sustained improvements in public safety across the country.

The professional staff at the Police Foundation work closely with law enforcement and other criminal justice system stakeholders, including communities served and impacted by those systems. Our teams develop, plan, conduct, and publish research, assess policies and practices, produce comprehensive reports, policy briefs, model policies, and establish innovative programs that advance the policing profession. The Police Foundation conducts rigorous research and provides on-the-ground technical assistance to police and sheriff's departments as well as engages practitioners from multiple systems (corrections, mental health, housing, etc.). In addition, the Police Foundation interacts with local, state, and federal agencies regarding police research, as well as evidence-based policies and practices.

The Director of Research is a senior staff professional who will guide and contribute to the Foundation's strategic research interests together with executive staff and will provide strategic direction and oversee the organization's research and evaluation projects, programs, and staff. The Director of Research will have a very strong track record of successful research grant writing. Working with executive staff to define a research agenda as well as to identify new funding sources and partners will be key responsibilities. The strongest candidates will have numerous national contacts including those from major funding organizations (e.g. National Science Foundation, National Institute of Justice, National Institutes of Health, Department of Homeland Security, and/or private foundations), industry partners, practitioner partners (e.g. police departments), and academic institutions.

ESSENTIAL DUTIES & RESPONSIBILITIES

- Provide leadership, strategic thinking, support, and direction in the planning, development, and implementation of a research agenda, and research and evaluation programs consistent with the Foundation's strategic priorities, historical accomplishments, and current and future needs of the law enforcement profession



- Oversee the short (daily) and long-term operations of research and evaluation projects, initiatives, and plans
- Provide oversight for the work of assigned research staff, SMEs, consultants, and others
- Engage proactively internally and with funders to ensure project deliverables are completed on-time, within budget, and with high-quality, often exceeding expectations
- Identify and solicit local, state, federal and private funding sources for services and programs; provide leadership and oversight in planning, development, and implementation of strategies for generating program resources in coordination with executive staff and other directorates and consistent with Foundation priorities and goals, maintaining a 50% or higher win/loss ratio for all proposals led/submitted
- Lead and guide efforts to translate and disseminate our research results and endeavors, with a focus on integrating research results into practitioner policies and practices
- Serve as the Principal Investigator or Co-Principal Investigator on research and evaluation proposal submissions of the Police Foundation
- Supervise, mentor, develop, and train research staff and staff with research interests
- Identify and encourage professional development opportunities (i.e. exposure to research methodologies, statistical analysis, project management, etc.) for research staff
- Lead and guide efforts to translate and disseminate our research results and endeavors
- Design research studies, methodologies, analysis plans, and carry out research
- Identify and propose modifications and new deliverables to funders as necessary, successfully resolving funder concerns and deliverable-related issues
- Responsible for resource management within the portfolio and projects/tasks
- Provide support for the activities of the Institutional Review Board and leadership in human subjects' protections consistent with existing PF policies, existing IRB leadership, and federal regulations
- Proactively seek and act on opportunities to be published in highly esteemed professional and scientific journals (preferably those with high impact factors) and publications, resulting in at least one peer-reviewed journal publication annually
- Establish and lead all activities of the research advisory committee (if established)
- Plan, develop, write, edit, and produce high-quality and responsive reports, proposals, and other materials
- Establish team-based model for proposal submissions in collaboration with the Director of Development
- Travel is required
- Perform other duties as assigned

SKILLS & ABILITIES

- A commitment to advancing the Police Foundation's mission
- Knowledge of and experience with police and criminal justice topics, issues, and data



- Extensive experience across a wide array of research methods used in program evaluation, advanced quantitative and qualitative methods, survey research and design including psychometrics, and analysis of administrative data.
- Superior writing and analytical skills, including technical and scientific writing and demonstrated experience translating science for practitioners
- Demonstrated expertise (academic and/or practical) in police organizations and policy, policing strategies, and evidence-based policing
- Familiarity and advanced experience with one or more statistical packages including SPSS, Stata, SAS, and/or R
- Strong oral communication skills, including the ability to effectively distill and present complex information in a concise way
- Strong project management skills and attention to detail
- Ability to effectively oversee multiple, competing projects, and deadlines
- Strong teamwork desire and collaboration skills
- Ability to accomplish significant work demands independently and within resource limitations
- Experience implementing and maintaining a data protection, retention, and security program in a research environment
- Substantive knowledge of IRB regulations
- Significant experience in managing program budgets
- Supervision experience and commitment to the professional development of more junior staff

EXPERIENCE REQUIREMENTS

- The equivalent of at least 7 – 10 years of combined professional research experience (not necessarily within an academic setting or in one setting); served as lead, PI or Co-PI, or Project Director in multiple research or analysis projects, preferably with multiple sites and using experimental designs, or successfully led other complex research and has successfully been published in a peer-reviewed publications; Ph.D. is required. Bi-lingual capabilities encouraged (Spanish a plus). Demonstrated effective supervisory and staff development experience. The minimum requirements, including number of years of research experience, can be satisfied at management’s discretion by other factors (e.g., education, professional certifications or other experiences (including “pracademic” experience), analytical or technology skills, etc.)

APPLICATION INSTRUCTIONS

SALARY RANGE: This is a full-time position. Salary is commensurate with experience and includes a competitive benefits package.

DEADLINE: Open until filled. Incomplete applications will not be considered. Must agree to a background check.



POSITION LOCATION: Position will work out of the Police Foundation headquarters in Washington, DC

Alternative Considerations: The Police Foundation may be willing to consider creative alternatives to permanent selection, such as third-party agreements, academic teaching buyouts, etc. Interested candidates should submit the required materials and discuss alternative proposals within the cover letter.

SUBMISSION INSTRUCTIONS: Interested individuals should email the following to careers@policefoundation.org.

1. Curriculum vita
2. Cover letter
3. Names and contact information for at least three references
4. Statement of research interests and areas of expertise

****Incomplete applications will not be considered****