

**Job Description**  
**Research Scientist**  
**Center for Child & Family Policy**  
**Sanford School of Public Policy**  
**Duke University**

## **Occupational Summary**

### **Center for Child and Family Policy Mission**

The mission of the Center for Child and Family Policy is to contribute to solutions to important problems affecting today's children and families, through an integrated system of scientific research, debate and dissemination, public service, and teaching. The Center emphasizes the bridge from basic research to policy and practice.

### **Position Description**

The Duke Center for Child & Family Policy is seeking an early career researcher with expertise in racial equity and culturally responsive practices to contribute to design, implementation, and evaluation of trauma-informed programs in early childhood education and K-12 education. These programs target systems and practice change to promote the following areas: workforce wellness, relationship-building, structured environments, social-emotional learning, and responsive support in times of stress. Each program has partnered with experts to incorporate culturally responsive educational practices into this work, but would like to strengthen this focus.

This full-time Research Scientist position will serve as part of a multi-disciplinary team and have the opportunity to lead equity-related components of the programs and related research. A portion (30%) of this position will be committed to work more broadly within the Center for Child and Family Policy, contributing to equity-related work at the Center and across Center projects. The ideal candidate will combine an expertise in equity-related policy and practice with a background in early childhood, education, and/or trauma-informed care.

## **Work Performed**

### **A detailed description of functional areas and tasks follows:**

- Provide leadership and collaboration to strengthen racial equity components of two trauma-informed interventions, one in K-12 education and one in early childhood education (70% FTE)
  - Collaborate with project teams to strengthen programmatic content and process around racial equity and culturally responsive education.
  - Collaborate on policy and systems-level initiatives to support integration of trauma-informed and culturally responsive practices into early childhood education and K-12 schools.
  - Lead and execute research components related to racial equity and culturally responsive education in early childhood systems and K-12 schools/districts.
  - Develop and co-facilitate trainings in racial equity and culturally responsive practices for early childhood educators and K-12 educators.
  - Contribute to conceptualization and writing of grant applications.

- Contribute to data analysis, interpretation, and writing for academic publications, funder reports, and policy briefs.
- Collaborate with CCFP researchers on applying a racial equity framework for research and evaluation (30% FTE)
  - In partnership with the leadership team, develop equity framework for CCFP researchers and faculty
  - Consult with CCFP researchers on developing research training modules for staff on working in diverse communities
  - Co-lead sessions on equity in research for CCFP researchers and faculty
  - Support community stakeholder engagement at all stages of research, from proposal development through dissemination
  - Contribute to scholarly publications on diversity, equity, and inclusion
  - Collaborate with the Sanford Assistant Dean of Diversity and Inclusion

Perform other related duties incidental to the work described herein.

The above statements describe the general nature and level of work being performed by individuals assigned to this classification. This is not intended to be an exhaustive list of all responsibilities and duties required of personnel so classified.

*Duke University is an Affirmative Action/Equal Opportunity Employer committed to providing employment opportunity without regard to an individual's age, color, disability, genetic information, gender, gender identity, national origin, race, religion, sexual orientation, or veteran status.*

## **EDUCATION & EXPERIENCE**

Position requires a PhD in a field related to racial equity/social justice, child psychology/child development, or educational psychology/early childhood education. Coursework or training related to trauma-informed practices desirable. Early career candidate preferred.

In addition, the successful candidate will possess the following qualities/attributes:

- Excellent communication and interpersonal skills
- Strong skills as a trainer/presenter
- Knowledge of educational and/or early education systems
- Experience with both qualitative and quantitative data analysis
- Experience with SAS preferred

*Created May 2021*