

Title: Senior Director, Data and Analytics

Reports To: Managing Director, Crime Lab and Education Lab

Who We Are

In cities across the country, people face high rates of gun violence, under-resourced schools, and social harms associated with the criminal justice system -- all of which disproportionately impact people of color. These inequalities have profound consequences on public safety and opportunity. As a society we have failed to address these challenges, in part, because of our lack of understanding of the most effective and cost-effective solutions that can have a real impact on people's lives. We believe that rigorous research can help.

The University of Chicago Crime Lab and Education Lab partner with cities and communities to use data and rigorous research to design, test, and scale programs and policies that enhance public safety, improve educational outcomes, and advance justice. Our mission is to combine world-class data science and research, in partnership with government agencies, to substantially improve the effectiveness of the public sector and achieve impact at scale.

To learn more about the Crime Lab and Education Lab, visit <https://urbanlabs.uchicago.edu/labs/crime>.

The Role

Data is central to the work we do at the Crime Lab and Education Lab and the Senior Director, Data and Analytics will have primary responsibility for maintaining and improving our practices across the entire lifecycle of our data: beginning with the process of acquiring data from our partners, continuing through storage in our secure IT environment, and culminating in generating final results based on that data. Critically, this role will ensure the security and scientific integrity of the data throughout the process.

The Senior Director, Data and Analytics will oversee the leaders of our data analysts, data acquisitions team, and IT team who each have vital roles in the lifecycle of our data to ensure the smooth functioning of each group and to enable more ambitious changes that require cooperation across the groups.

Responsibilities:

Oversee and support the success of several leadership roles and their teams:

- The Analytics Team Lead and the 20+ Data Analytics Team. In this capacity, will collaborate to support data and analytics work, lead the management and coordination

of internal professional development opportunities, provide support and training to all analytical staff.

- The IT team lead and our 2-3 person IT Team.
- The Data partnership team lead and our 2-5 person Data Acquisitions Team.
- Ensure the integrated operation between these three functions ensuring that data is procured, stored securely and accurately and efficiently analyzed.
- Along with leadership team, set organizational strategy for these three functional areas and ensure its implementation.

Working with our executive leadership team, take primary responsibility for the success of several organizational goals:

- Working with our Research Directors and data science and analytics leadership, ensure that we maintain our analytics excellence and adhere to the highest standards of scientific quality.
- Working with our IT leadership, support continual improvement and maintenance of a world-class secure data analysis environment to ensure our analytic staff have the software and hardware infrastructure necessary to meet the organizations analytic objectives.
- Working with our data partnership leadership, work to maintain existing relationships and grow new data partnerships in support of the organizations scientific objectives.
- Working with our data science and analytics leadership, develop and implement policies, trainings, and practices to improve the effectiveness, efficiency, replicability, and transparency of our analytics and data work.
- Working within and across labs, work to ensure privacy and security practices that protect the data we're entrusted with across our technical security environment, data-handling practices, and data use agreement rules.
- Manage budgets related to our data acquisition, analytics team, and IT infrastructure.
- Partner with the Talent Manager to help recruit, screen, and hire new talent and create data exercises and other recruitment and onboarding tools.
- As needed for high-priority projects, help to drive problem-solving around unusual partner data constraints that may have implications across analytics, IT, and data acquisitions.
- Performs other related work as needed.

Education

- Advanced degree in statistics, biostatistics, social sciences, public policy, or another relevant field.

Experience

- 10 years working in scientific research organizations in positions of increasing authority.
- Practical analytic experiencing including experience working with large administrative datasets strongly preferred.

- Experience working with leadership teams on organizational initiatives.
- Experience working with data use agreements and project contracts.
- Experience working with IT teams on functional and security requirements.

Competencies

- Unwavering commitment to scientific research-based evaluation.
- Strong background in mathematics and statistics.
- Strong interest in and aptitude with advanced programming and analytic skills for working with administrative data.
- Ability to train others and support professional development.
- Proven ability to build effective systems and procedures in a dynamic research environment.
- Ability to translate and convey complex concepts and study findings in oral and written communications.
- Strong time management and project management skills with a success in roles requiring execution of multiple tasks while responding to multiple priorities with little supervision.
- Demonstrated ability to build and maintain relationships, and to work effectively in a collaborative research environment.
- Proven ability to work with efficiency, flexibility, and good humor.
- Track record delivering superior results and assuming leadership roles.
- Strong problem-solving skills and ability to proactively manage risks.
- Demonstrated judgment and discretion in the handling of sensitive information.

To Apply

We seek a diverse pool of applicants who wish to join an academic community that places the highest value on rigorous inquiry and encourages a diversity of perspectives, experiences, groups of individuals, and ideas to inform and stimulate intellectual challenge, engagement, and exchange.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran status or status as an individual with disability.

The University of Chicago is an Affirmative Action / Equal Opportunity / Disabled / Veterans Employer.

Please submit a resume, cover letter, and reference contact information to UChicago's Workday system. Within the Workday system, this listing can be found by the position title or by the requisition number, **JR21471**.

If you have an active UChicago Workday account, you will need to complete the Internal Candidate application process. Simply log in to Workday and select the career worklet to begin.

External candidates should apply at <https://uchicago.wd5.myworkdayjobs.com/External>.

If you have questions about the Workday system, please contact our Shared Services department at <https://services.uchicago.edu>

Job seekers in need of a reasonable accommodation to complete the application process may contact the Shared Services Office by calling 773-702-5800 or by emailing sharedservices@uchicago.edu with their request.