

**Criminal Justice Researcher (Associate/Full Specialist) -
California Policy Lab
University of California Berkeley**

Direct Link: <https://www.AcademicKeys.com/r?job=264078>

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Posted Oct. 20, 2025, set to expire Dec. 31, 2025

Job Title	Criminal Justice Researcher (Associate/Full Specialist) - California Policy Lab
Department	California Policy Lab
Institution	University of California Berkeley Berkeley, California
Date Posted	Oct. 20, 2025
Application Deadline	12/31/2025
Position Start Date	Available immediately
Job Categories	Research Scientist/Associate
Academic Field(s)	Criminology/Criminal Justice
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Job Description

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Criminal Justice Researcher (Associate/Full Specialist) - California Policy Lab

Position overview

Position title: Criminal Justice Researcher

Salary range: The UC academic salary scales set the minimum pay determined by the rank and step at appointment. See the following table(s) for the current salary scale(s) for this position:

https://www.ucop.edu/academic-personnel-programs/_files/2025-26/policy-covered-july-2025-scales/t24-a.pdf. The current full-time base salary range for this position is \$76,500 - \$197,700. Off-

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scale salaries, which yield compensation that is higher than the published system-wide salary at the designated rank and step, are offered when necessary to meet competitive conditions.

Percent time: 100

Anticipated start: December 2025

Position duration: Two years

Application Window

Open date: October 15, 2025

Next review date: Wednesday, Oct 29, 2025 at 11:59pm (Pacific Time)

Apply by this date to ensure full consideration by the committee.

Final date: Wednesday, Dec 31, 2025 at 11:59pm (Pacific Time)

Applications will continue to be accepted until this date, but those received after the review date will only be considered if the position has not yet been filled.

Position description

Department Overview

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).

Position Description

The Criminal Justice Researcher will join our criminal justice team. CPL provides critical research and analysis of California's criminal justice system, and the state and local levels. At the state level, CPL is the research partner for the Committee on Revision of the Penal Code (CRPC). The Committee is a state entity that studies and recommends changes to all aspects of California's criminal laws - from policing to sentencing to reentry and more. The Committee's recommendations, often based on CPL's research, aim to simplify criminal law and procedure, establish alternatives to incarceration, and improve the parole and probation system. At the local level, CPL partners with criminal justice agencies in many counties including San Francisco, Santa Clara, Los Angeles, Alameda, and Sonoma to

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conduct experimental and quasi-experimental policy research. The Criminal Justice Researcher will report to CPL-Berkeley's Research Director and will work closely with the faculty affiliates who co-lead the CRPC research team.

The Criminal Justice Researcher will conduct quantitative research using administrative criminal justice records. The Researcher will publish multiple reports and policy briefs based on this research each year. The Criminal Justice Researcher will work with minimal supervision to conceptualize research questions and design; request, receive, and clean data files; create and implement analysis plans; conduct quality assurance reviews; summarize results in documents for both academic and policy audiences; and generate replicability documentation. The Criminal Justice Researcher will implement multiple research designs and analysis techniques, including but not limited to randomized control trials, quasi-experimental designs using natural experiments or other such variation, and difference-in-difference and event-study analyses. Further, a successful candidate can lead research projects with small teams under the oversight of the Research Director, write proposals to support research projects, and ensure timely and high-quality completion of research tasks. The Criminal Justice Researcher will supervise other research staff on the criminal justice team.

Position Responsibilities

- Conduct quantitative research under the oversight of the Research Director, including conceptualizing research questions and design; requesting, receiving, and cleaning data files; creating and implementing analysis plans; conducting quality assurance reviews; summarizing results in documents for both academic and policy audiences; and generating replicability documentation
- Annually publish multiple reports and policy briefs based on research
- Implement multiple research designs and analysis techniques, including but not limited to randomized control trials, quasi-experimental designs using natural experiments or other such variation, and difference-in-difference and event study analyses.
- Lead research projects with small teams, write proposals to support research projects, and ensure timely and high quality completion of research tasks.
- Mentor other research staff, provide feedback on performance
- Partner effectively with state and local agency staff to build a joint research agenda.

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

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employment contingent upon successful completion of the background check.

Department: <https://irle.berkeley.edu/>

Unit: <https://capolicylab.org/>

Qualifications

- Basic qualifications (required at time of application)
- Bachelor's degree or equivalent international degree

Additional qualifications (required at time of start)

Associate Specialist

Bachelor's degree or equivalent international degree and at least five (5) years of professional experience

OR

Master's degree or equivalent international degree and at least three (3) years of professional experience

Full Specialist

Bachelor's degree or equivalent international degree and at least ten (10) years of professional experience

OR

Master's degree or equivalent international degree and at least eight (8) years of professional experience

OR

PhD or equivalent international degree and at least two (2) years of professional experience.

The California Policy Lab is unable to offer visa sponsorship for these positions.

Preferred qualifications

- Five or more years experience working at a California policy research institute on criminal justice issues
- Experience analyzing California criminal justice administrative data and knowledge of California criminal justice policy.
- Master's degree in economics, sociology, political science, public policy, public health, business,

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education, or other social science or vocational fields or equivalent experience/training and/or Doctorate degree in public policy, economics, statistics, or a related field.

- Eight or more years of professional experience, including five or more years of relevant post-baccalaureate research experience.
- Extensive experience in computer programming for statistical analysis, including fluency in Stata.
- Experience working with large and complex datasets, including how to optimize analysis for efficiency and ability to work discreetly with sensitive and confidential data, and experience with GitHub
- Experience writing grant proposals, communicating with funders, and managing grant reporting.
- Experience collaborating with relevant government agency partners.
- Experience developing and managing research projects in an academic or think-tank environment, including experimental and quasi-experimental designs.
- Record of independent research and publication, including leading research design and analysis and writing for both academic and policy audiences.
- Existing working relationships with criminal justice agencies in California, including the state departments of Justice and Corrections, the state Committee on Revision of the Penal Code, and county district attorneys, public defenders, and probation departments.
- A commitment to advancing racial equity and inclusion through research and through CPL's internal and external relationships.
- Experience writing research results for both academic and non-academic audiences, including translating data into compelling data visualization, including maps, interactive figures, and dashboards.
- Knowledge of data management systems, practices, and standards.
- Supervision experience, including supervision of direct reports.
- Strong interpersonal skills and communication skills.
- Strong organizational skills and attention to detail.
- Ability to work both independently and as a team member.

Application Requirements

Document requirements

- Curriculum Vitae - Your most recently updated C.V.
- Cover Letter (Optional)
- Statement of Research - Please discuss research accomplishments and proposed plans. This can include, for example, your publication record, awards, presentations, inclusive research practices that promote the excellence of your research, and areas for future research.

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(Optional)

Reference requirements

- 3-5 required (contact information only)

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Apply link: <https://aprecruit.berkeley.edu/JPF05156>

Help contact: chris_runde@berkeley.edu

About UC Berkeley

UC Berkeley is committed to diversity, equity, inclusion, and belonging in our public mission of research, teaching, and service, consistent with [UC Regents Policy 4400](#) and University of California Academic Personnel policy ([APM 210 1-d](#)). These values are embedded in our [Principles of Community](#), which reflect our passion for critical inquiry, debate, discovery and innovation, and our deep commitment to contributing to a better world. Every member of the UC Berkeley community has a role in sustaining a safe, caring and humane environment in which these values can thrive.

The University of California, Berkeley 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, or protected veteran status.

For more information, please refer to the [University of California's Affirmative Action and Nondiscrimination in Employment Policy](#) and the [University of California's Anti-Discrimination Policy](#).

In searches when letters of reference are required all letters will be treated as confidential per University of California policy and California state law. Please refer potential referees, including when letters are provided via a third party (i.e., dossier service or career center), to the [UC Berkeley statement of confidentiality](#) prior to submitting their letter.

As a University employee, you will be required to comply with all applicable University policies and/or collective bargaining agreements, as may be amended from time to time. Federal, state, or local government directives may impose additional requirements.

As a condition of employment, the finalist will be required to disclose if they are subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct.

- "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 or discrimination, as defined by the employer.

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- [UC Sexual Violence and Sexual Harassment Policy](#)
- [UC Anti-Discrimination Policy](#)
- [APM - 035: Affirmative Action and Nondiscrimination in Employment](#)

Job location

Berkeley, CA with an expectation of 3 days a week in the office, though we will consider remote candidates.

To apply, visit <https://aprecruit.berkeley.edu/JPF05156>

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

N/A

University of California Berkeley

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