



## NEW YORK CITY FIRE DEPARTMENT JOB VACANCY NOTICE

<b>CIVIL SERVICE TITLE</b> <p style="text-align: center;">City Research Scientist, L-IV-A</p>	<b>Title Code #</b> <p style="text-align: center;">21744</p>
<b>OFFICE TITLE</b> <p style="text-align: center;">City Research Scientist</p>	<b>SALARY</b> <p>\$85,211-Minimum salary for full-time employees with less than 2 years of City Service            \$97,993-Minimum salary for full-time employees with more than 2 years of City Service</p>
<b>BUREAU/DIVISION/UNIT</b> <p style="text-align: center;">Management Analysis &amp; Planning/Operations Research</p>	<b>LOCATION</b> <p style="text-align: center;">9 MetroTech Center, Brooklyn, New York</p>

**JOB DESCRIPTION**

The City Research Scientist L-IV will study diversity and inclusion in the uniformed services of the Fire Department with a focus on Firefighters and Fire Officers in the recruitment and promotion processes. The candidate will design and implement a program evaluation strategy that will provide the department with insight into programmatic successes and areas of improvement for supporting hiring and promotional trajectories; oversee subordinate analysts and facilitate partnership with academia to provide high-level research design oversight, planning, supervision as well as participation in the following activities: Generate literature reviews and syntheses of best practices; provide quantitative descriptive and statistical analyses using the FDNY pipeline candidate tracking database; enhance data collection efforts; conduct qualitative research; locate obstacles to candidate continuation through the hiring and promotional process from expression of interest (EOI) through retirement; and assist in the identification of intervention points or barriers to success (such as economic, logistical, and individual considerations) so the department can improve its current recruitment and retention strategy while incorporating accepted research protocols and methodologies.

**QUALIFICATION REQUIREMENTS:**

For Assignment Level I (only physical, biological and environmental sciences and public health) A master's degree from an accredited college or university with a specialization in an appropriate field of physical, biological or environmental science or in public health. To be appointed to Assignment Level II and above, candidates must have:

1. A doctorate degree from an accredited college or university with specialization in an appropriate field of physical, biological, environmental or social science and one year of full-time experience in a responsible supervisory, administrative or research capacity in the appropriate field of specialization; or
2. A master's degree from an accredited college or university with specialization in an appropriate field of physical, biological, environmental or social science and three years of responsible full-time research experience in the appropriate field of specialization; or
3. Education and/or experience which is equivalent to "1" or "2" above. However, all candidates must have at least a master's degree in an appropriate field of specialization and at least two years of experience described in "2" above. Two years as a City Research Scientist Level I can be substituted for the experience required in "1" and "2" above.

**PREFERRED SKILLS:**

PhD or Master's degree in the field of social science with experience in areas of program analysis and evaluation, causal inference, missing data techniques and disparate impact are preferred. Proven track record for generating analyses, writing results and communicating to stakeholders. Expertise working with statistical and BI software such as R, SAS, STATA, Visual Basic, Hadoop, SQL, Oracle Discoverer, GIS, etc. Capable and comfortable with executing research under tight timelines and pressure. Contributions to research in related fields through peer-reviewed talks and publications a plus. Ability to articulate research findings in written and verbal format including detailed reports, technical documentation for methods, and white papers or peer review articles. Willingness to travel within the City for the purpose of conducting research and ability to visualize data are also a must.

**NOTE:** New York City residency is required within 90 days of appointment. However, City employees in certain titles who have worked for the City for 2 continuous years may also be eligible to reside in Nassau, Suffolk, Putnam, Westchester, Rockland, or Orange County. Please note that only candidates considered for an interview will be contacted.

**TO APPLY:**

NON-CITY EMPLOYEES/EXTERNAL CANDIDATES PLEASE GO TO <https://a127-jobs.nyc.gov/>.

CITY EMPLOYEES MUST APPLY VIA EMPLOYEE SELF SERVICE <https://a127-ess.nyc.gov/>. REFER TO JOB ID # 220709 .

**DATED:** November 11, 2015 **\*POST UNTIL\*:** Until Filled

*"FDNY is ranked as the top place to work among gov't agencies; and 17<sup>th</sup> overall among 500 employers among large U.S. companies, nonprofits, gov't agencies, and U.S. divisions of multi-national."*  
*-Forbes magazine, on "America's Best Employers 2015"*  
 The Fire Department is an Equal Opportunity Employer.