

URBAN STRATEGIES COUNCIL

PART-TIME POSITION ANNOUNCEMENT

Research Associate-Spatial Crime Analyst Research and Technology Program

Posting Date: September 30, 2009, Application Deadline: October 30, 2009

ABOUT URBAN STRATEGIES COUNCIL

Urban Strategies Council (the Council) is a community building support and advocacy organization located in Oakland, California. Founded as a non-profit organization in 1987, the Council's mission is to eliminate persistent poverty by working with partners to transform low-income neighborhoods into vibrant, healthy communities. The Council works locally and regionally to provide research, data and policy analysis, strategic planning, program development, capacity building and advocacy in service of low-income communities. The Council maintains three operating programs: **economic opportunity** (housing, income and asset development, workforce and economic development, community benefits agreements); **community safety and justice** (prison reentry, violence prevention and community policing); and **education excellence** (achievement, community engagement and after school programs). We also conduct two support program including **research and technology** (data warehousing, online GIS/mapping, research and evaluation analysis to support community change, access to technology); and **community capacity building** (tools, program development, training and consulting services for community building initiatives). www.urbanstrategies.org.

The Council offers a dynamic, exciting environment to apply your skills and to further develop your experience in an organization with a strong reputation for quality research and collaboration. Our work ranges from grassroots organizing support to local government consulting and advocacy for decision makers on behalf of our communities. Our work is varied and rewarding and suits people who can work both autonomously and with a close-knit team. As a nonprofit we offer an informal, professional work environment with a team of passionate, experienced staff committed to their work and to our goals.

POSITION DESCRIPTION

The duties of the Research Associate are varied, challenging, and integral to the work of the Council. Intellectual curiosity, solution-driven orientation, commitment to the organization's mission, flexibility and creativity within the specifications of the position are assets, as is knowledge of the Oakland/Bay Area community. This position requires someone with a combination of training, skills and experience in crime analysis, database development/management; spatial analysis using GIS, applied research and community outreach. The ideal candidate will be a highly proficient crime analyst with demonstrated commitment and experience in applied analysis and demonstrated skill with spatial analysis tools.

SPECIFIC DUTIES INCLUDE:

- Conduct preliminary crime analysis and develop research projects into more complete, advanced crime analyses
- Conduct spatial analyses and generate regular crime maps using GIS software
- Collect, analyze and interpret administrative, survey and other crime-related data
- Construct and manage the Council's crime spatial-database
- Work with community-based organizations and neighborhood residents in building their capacities to collect, analyze, interpret and use data and information for planning and implementation activities

- Work with police agency staff to develop investigative approaches, product deliverables and plan for future analyses
- Respond to organizational and police requests for data, analyses, maps and other information
- Work with community-based organizations and neighborhood residents in building their capacities to collect, analyze, interpret and use data and information for planning and implementation activities
- Participate in process planning and data collection design to improve the quality and flow of data within the Oakland Police Department
- Perform other duties as required

QUALIFICATIONS:

Education Requirements

Master's Degree or equivalent experience is required in social sciences, urban planning, criminology, public health or related field. Strong technical qualifications and experience in the crime analysis field may be acceptable in lieu of a social science or criminology-based degree. Three plus years work experience in research and data analysis with a strong focus on crime. With a Bachelor's Degree, two additional years of experience can be substituted for the Masters.

Training, Experience and Proficiency in:

- Creating and maintaining databases (Excel, Access, MySQL required)
- Crime prevention theory
- Working with GIS software (ArcGIS 9.x required, spatial database experience desirable)
- Network analysis, advanced spatial analysis within ArcGIS environment
- Using various administrative datasets including census, employment, education, health, criminal justice and social services
- Research methods and quantitative analysis using statistical packages (SPSS preferred, STATA, or SAS)
- Data analysis, interpretation, report preparation and presentation
- Oral and written communication
- Ability to work within law enforcement hierarchy
- Facilitation, training and research support for people without backgrounds in research (preferably in support of community planning and action)
- Working with people from diverse ethnic, linguistic economic and professional backgrounds

Additional qualifications

- Good organizational skills. Must be self-starter and be able to work as part of a team
- Bi-lingual a plus
- **Ability to pass Level 3 Police Clearance check.**

SALARY:

This is a part-time (20 hours per week) regular position with possibility of benefits. Salary: \$45,000-50,000 full-time equivalent, depending on qualifications and experience. Full time position a possibility in future.

APPLICATION PROCESS:

Please submit a cover letter highlighting your qualifications for the position, including salary requirements, and a resume via email only to amindir@UrbanStrategies.org by October 31, 2009. In subject line, enter the words "Research Associate-Spatial Crime Analyst". No telephone inquiries, please.

The Urban Strategies Council is an equal opportunity employer.