



Be an Evaluator with the Office of Evaluation Sciences

OES makes government better by helping agencies build and use evidence to learn what works.

[The Office of Evaluation Sciences](#) (OES) is an interdisciplinary team that works across the federal government to help agencies answer top priority questions. We design and conduct evaluations of existing programs and evidence-based program changes. We use rigorous evaluation methods and administrative data to build and use evidence and learn what works. To date, we have completed over [100 impact evaluations](#) with over 25 federal agency collaborators. [Our portfolio](#) has spanned priority areas such as improving public health outcomes, increasing educational opportunity, promoting economic recovery, and increasing access to benefits.

OES is currently recruiting for our annual Evaluation Fellowship. Evaluators will begin a full-time position in the summer or fall of 2025. The position will be remote within the United States, and will have an initial term of one year.

Eligibility

Evaluators join OES “on loan” from their current employer through the following mechanisms:

- Employees of state, local, or Tribal governments, academic institutions, or non-profit organizations are eligible to join the team via the [Intergovernmental Personnel Act Mobility Program](#). Learn more [on our website](#).
- Current federal employees can join the team on a temporary detail assignment, coordinated via a reimbursable or non-reimbursable Interagency Agreement.

Position details

- Work directly with agency partners to design and rigorously evaluate interventions
- Translate findings from the social and behavioral sciences into concrete recommendations
- Perform data analysis and interpretation
- Distill findings into reports, policy memos, and academic publications
- Represent the team by presenting at government and external conferences and meetings
- Collaborate on and contribute to internal team tasks and evaluations, including by assisting on additional evaluations managed by other team members

Applicant profile

Evaluators possess a unique set of technical and professional skills, disciplinary backgrounds, and lived experience. This includes many of the skills listed below:

- General knowledge of applied social and behavioral sciences and specialized knowledge of at least one domain of study within the social and behavioral sciences
- Ability to think creatively about the application of insights from the social and behavioral sciences, and design interventions that are feasible within specific federal programs
- Expertise in one or more U.S. domestic policy sectors
- Experience working with government programs, policies, operations, and/or data
- Knowledge of evaluation design and analysis strategies
- Experience conducting impact evaluations, including randomized evaluations, in field settings
- Statistical competency in at least one data analytic programming language (e.g., R, Stata)
- Exceptional communication and interpersonal skills
- The ability to juggle multiple competing priorities in a high-paced environment

OES is recruiting individuals for this position at different levels of education and experience:

- **Associate Evaluators** typically have a masters degree and 2-4 years of relevant experience in a social or behavioral science field (e.g., economics, psychology, political science, statistics, sociology, public policy, business, etc.).
- **Evaluators** typically have a masters degree and 5-7 years of relevant experience.
- **Senior Evaluators** typically have a masters degree and 8 or more years of experience

When determining which role they are applying for, candidates who are currently enrolled in a doctoral program may substitute education for 1 year of relevant experience. Those with a doctoral degree may substitute education for 2 years of relevant experience.

Application details

Applicants may apply [on our website](#). The deadline to submit is **11:59 PM ET, Friday, January 17, 2025**.

After the application has closed, selected candidates will proceed through:

- A writing exercise
- A video interview with OES team members via Google Meet
- A final interview with OES leadership

Note that the timeframes associated with each round are subject to change. We expect to communicate final decisions by April 2025.