

Postdoctoral Research Fellow

New York, NY

Full Time

Mid Level

The Brennan Center for Justice at NYU School of Law is a nonpartisan law and policy institute that seeks to improve the systems of democracy and justice in the United States. We work to hold our political institutions and laws accountable to the American ideals of democracy and equal justice for all. Among our core priorities, we fight to protect voting rights, end mass incarceration, strengthen checks and balances, and preserve constitutional protection in the fight against terrorism. Part think tank, part advocacy group, part cutting-edge communications hub, we start with rigorous research. We craft innovative policies. And we fight for them — in Congress and the states, the courts, and in the court of public opinion.

Position Overview:

The Brennan Center is seeking a Postdoctoral Research Fellow to join us for two years starting July 2025. The Postdoctoral Research Fellow will conduct research that helps further the Brennan Center's mission of improving the systems of democracy and justice in the United States as a member of our Research Department and Fellows Program. The fellowship also provides the opportunity to collaborate with multiple Brennan Center project teams.

The Postdoctoral Research Fellow will have the opportunity to further develop their own research agenda focused on democracy and justice while also contributing to ongoing Brennan Center programs and research initiatives. The position is open to researchers who will have completed their doctorates by July 2025 in any discipline centered on understanding and strengthening our systems of democracy and justice. Ongoing research at the Brennan Center focuses on criminal justice reform, court reform, confronting abuses of liberty and national security, the role of government in responding to artificial intelligence, Congressional capacity, presidential powers, immigration, voting rights and representation, and electoral reform. Researchers working in these areas, and those with an interest in collaborating with researchers working in these areas, are both strongly encouraged to apply.

Reporting to the Director of Research, the Postdoctoral Research Fellow will work closely with colleagues across the Brennan Center. Depending on the area of interest, the Fellow may also be embedded in program research project teams appropriate to their research expertise and agenda. This position is open to any proposed research area so long as it has the potential to further the Brennan Center mission.

Note: *This position is based at our headquarters in New York City or at our Washington, D.C. office and may require travel.*

Responsibilities:

- Conduct innovative, rigorous original research that contributes to better understanding our systems of democracy and justice and explore policy solutions that can strengthen them.
- Collaborate with colleagues at the Brennan Center in the development and execution of research and advocacy projects.
- Develop and maintain a high level of knowledge of research in relevant issue areas.
- Engage with other researchers, policy makers, and affected communities in developing and furthering ambitious research efforts that will contribute to systemic reforms.
- Publish research in appropriate academic outlets, Brennan Center publications, and other outlets appropriate for enhancing academic and public discourse on Brennan Center issues.
- Participate in, and help organize as appropriate, Brennan Center events.
- Provide mentorship and training for Brennan Center staff in their areas of expertise.
- Work on other projects that arise as appropriate given the Fellow's skills and expertise.

The Postdoctoral Research Fellowship is an ideal platform for junior scholars looking to devote two years to launching an ambitious, policy-relevant research agenda focused on strengthening our systems of democracy, justice, and the rule of law. Brennan Center Fellows have gone on to teach and research at academic and legal institutions across the country, including Brooklyn Law School, Cardozo School of Law, Georgetown University, Loyola Law School, SMU Dedman School of Law, Stanford Law School, Stetson University College of Law, and Tennessee State University.

Qualifications:

Required. A recent Ph.D. or doctorate in the social sciences or public policy. Current doctoral candidates whose supervisor will attest that a doctoral defense is anticipated before July 2025 will also be considered.

Ideal. The ideal candidate will have some combination of the following experiences and qualifications. We recognize that many excellent candidates may not have all these experiences and qualifications, and we will provide support for the successful candidate to acquire additional skills.

- Expertise in developing and conducting innovative, rigorous, policy-relevant research on democracy or justice.
- Demonstrated background in or potential to effectively communicate cutting-edge research findings to both technical and general audiences.

- Ability to engage with research using multiple methodological approaches, work with colleagues from diverse disciplinary backgrounds, and to recognize the value of incorporating diverse perspectives in improving our understanding of democracy and justice.
- Demonstrated experience and work in racial equity and social justice.
- Potential to flourish working in an interdisciplinary center that joins cutting-edge research with policy advocacy and public communication.
- Excellent interpersonal skills, including proven ability to work effectively as part of research teams, and to work collaboratively with non-research staff, external research partners and community members.
- Commitment to the mission and values of the Brennan Center.

The Brennan Center is committed to advancing Diversity, Equity, and Inclusion in the workplace. We continuously work with our staff to find new ways to increase diversity and to build and cultivate an inclusive and equitable work environment, where everyone can be their true-self and feel a strong sense of belonging. As such, we seek to hire employees who have a commitment to and/or experience with diversity, equity, and inclusion. In addition, we expect employees to participate/contribute with DEI initiatives or activities with recruitment, retention, and workplace culture.

Application Instructions:

Review of applications will begin January 13, 2025. Applications will be reviewed on a rolling basis, and decisions will be made as soon as appropriate candidates are identified. **To apply, visit <<[this link](#)>>**. Please upload the following documents:

- (1) a cover letter,
- (2) CV
- (3) 2-3 page research agenda that lays out your plans for two years at the Brennan Center and discusses how you might contribute to ongoing Brennan Center programs and initiatives,
- (4) a research sample (dissertation chapter or article manuscript) that demonstrates the link between your recent research and the Brennan Center mission
- (5) contact information for three references.

Please, no phone calls or faxes; it is strongly preferred that you apply on our website. If you have difficulty with the online system, you may send your application by e-mail to: brennancenterjobs@nyu.edu with "Postdoctoral Research Fellow" in the subject line, after registering in the online system.

Compensation and Benefits:

The salary assigned for this position is \$87,000. We determine our salary based on market

competitiveness and internal equity for each job. Additionally, we offer a very robust and competitive array of benefits such as a generous time off program, 401k plan, comprehensive health insurance (medical, dental, and vision), and wellness and office perks.

In addition, this position is part of a bargaining unit represented by the National Organization of Legal Services Workers, UAW local 2320.

Note: *The Brennan Center is committed to public health and to the safety and wellbeing of our colleagues and visitors. As such, we have adopted a policy requiring all employees working in the New York and Washington, DC offices to be vaccinated against COVID-19 or to meet the legal guidelines for an exemption.*

The Brennan Center for Justice is committed to a workplace based on equal opportunity and a strong belief in the increased effectiveness that comes from a diverse workforce. To this end, Brennan Center

- Welcomes applicants with disabilities and applicants of all races, ethnicities, gender identities, socioeconomic identities, sexual orientations, and national origin or citizenship, including people who have been previously incarcerated;*
- Hires diverse candidates and works to improve our recruitment practices to allow for such*
- Creates a workplace where true diversity is fostered and different perspectives are valued and freely exchanged;*
- Ensures that all members of the Brennan Center community feel welcome and respected, and have equal opportunities to thrive and advance within the institution; and*
- Is committed to supporting low-income communities and communities of color particularly affected by social inequities.*