



CRIMINAL JUSTICE RESEARCH ANALYST I/II/ASSOCIATE

Annual Salary Range: \$62,337.60 - \$117,520.00

First Review of Applications: June 11, 2025

Expected Start Date: July/August 2025

Description

Overview of the Criminal Justice Research Division

The Criminal Justice Research Division is the clearinghouse for crime data throughout the region and is well known for producing high quality research and evaluating important programs with policy implications. Projects include evaluating various programs from multiple agencies regarding substance use, crime prevention, alternatives to incarceration for adults and juveniles, among many others. Research Assistants play an important role in the data collection and analysis process.

Role

The Limited-Term Research Analyst supports the Criminal Justice Research Division through comprehensive data analysis, research design, and quality assurance processes. This role is responsible for analyzing complex datasets, designing research methodologies, and developing actionable insights to inform policy and operational decisions. Additionally, the Research Analyst ensures data integrity, supports documentation and compliance efforts, and delivers clear, data-driven recommendations to stakeholders. This limited-term position provides an opportunity to play a key role in advancing critical criminal justice research initiatives, contributing to evidence-based policy recommendations and impactful community outcomes.

Typical Qualifications

An ideal candidate for this position would be technically skilled (intermediate-advanced level knowledge of programming languages such as Python/R/SQL), organized, having a strong aptitude for analytical thinking and problem solving, and can be relied upon to meet deadlines while working on multiple projects. Excellent organizational skills, attention to detail, and ability to maintain a high level of accuracy are essential. Strong and effective communication skills and an ability to work collaboratively are required for this role.

- Bachelor's degree in criminal justice, public policy, data science, statistics, or a related field.
- Advanced degrees will be preferred. A combination of education and recent work experience may be considered in lieu of an advanced degree.
- Strong proficiency in data analysis tools such as Python, R, Power BI, or SPSS.

- Experience in designing and implementing research methodologies.
- Demonstrated ability to validate and analyze complex datasets.
- Excellent written and verbal communication skills, with experience presenting complex data clearly.
- Strong attention to detail and commitment to data quality assurance.
- Ability to manage multiple projects and meet deadlines in a dynamic environment.
- Familiarity with criminal justice systems, public policy analysis, and research methodologies is preferred.

Background Check

All employees working in the Criminal Justice Research Division are required to pass a criminal history background check conducted by the San Diego County Sheriff's department and tuberculosis (TB) test upon hire and annually thereafter.

Benefits

SANDAG offers comprehensive benefits, to include health, dental, and vision insurance as well as employee assistance, wellness, and work/life balance programs. Additionally, SANDAG offers the following:

- Hybrid work options
- 9/80 flexible work schedule
- Pay-for-performance merit increases
- Retirement - Defined Benefit Plan with the California Public Employees' Retirement System (CalPERS)
- Retirement - 457 Defined Contribution Plan with Voya
- Excellent health insurance options for employees and their eligible dependents
- Free dental and vision insurance for employees and their eligible dependents
- Education Assistance of up to \$5,250 a year for regular employees
- Free transit pass for use throughout the San Diego region, bus, Rapid Express, Trolley, and COASTER
- Paid time off including 12 paid holidays, 2 floating holiday days, generous paid time off (PTO) per year, depending on length of service

Visit <https://www.governmentjobs.com/careers/sandag?> for more information.

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