



## JOIN OUR TEAM

Join our committed and collaborative staff working to catalyze policy-relevant research, test innovative solutions, and bring proven programs to scale in the fight against poverty.



## WHAT IS J-PAL NORTH AMERICA?

J-PAL North America is a regional office of the Abdul Latif Jameel Poverty Action Lab (J-PAL), a global research center based at the Massachusetts Institute of Technology (MIT).

Anchored by a world-class network of researchers, we partner with leaders in the public, nonprofit, and private sectors to rigorously study what strategies meaningfully reduce poverty and translate research into action.

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## WHY WORK WITH US?

### Our mission.

Because you care that millions of people are currently experiencing or at risk of experiencing poverty in North America. You want to help improve lives by identifying and scaling solutions backed by rigorous evidence.

### Our values and commitment to diversity, equity, and inclusion.

Because you want to be part of an organization that puts its values into practice and actively engages in efforts to advance diversity, equity, and inclusion both internally and within the field of economics.

### Our culture.

Because you want to be part of a smart, fun, and committed team with a collaborative organizational culture.

### Our rewarding environment.

Because you want to work at MIT and be part of a learning environment with exceptional perks and benefits.

### Our global network of researchers.

Because you want to work with our network of more than 240 affiliated researchers committed to using a Nobel-winning approach to accomplish our mission on a global scale.

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*J-PAL North America was featured by The Business of Giving as one of the “best places to work among social good businesses and nonprofit organizations.”*

[\*Listen to the podcast.\*](#)



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## OUR VALUES

We approach our work with the following set of guiding principles:

### **Be humble and respectful.**

We listen to and learn from each other.

### **Build inclusive and collaborative relationships.**

We approach our work as a team and provide opportunities to allow everyone to contribute meaningfully.

### **Embrace equity.**

We equip staff with an understanding of structural and institutional barriers related to inequality, engage in long-term efforts to build a diverse network of researchers and staff, and strive to make the research equitable and useful to participant communities.

### **Act with integrity and transparency.**

We build trust through proactive communication and consistent follow-through. We exchange thoughtful feedback and provide opportunities for ownership.

### **Pursue growth and learning.**

We nurture curiosity and learning by investing in our staff's professional development goals.

## DIVERSITY, EQUITY, AND INCLUSION AT J-PAL NORTH AMERICA

We value the strength that diverse teams bring to our work. We actively welcome applicants who come from backgrounds that reflect populations most impacted by poverty and from backgrounds that are underrepresented in the economics field.

Through the efforts of our Diversity, Equity, and Inclusion (DEI) working group, J-PAL North America is working to increase the limited representation of individuals from underrepresented backgrounds in the economics profession.

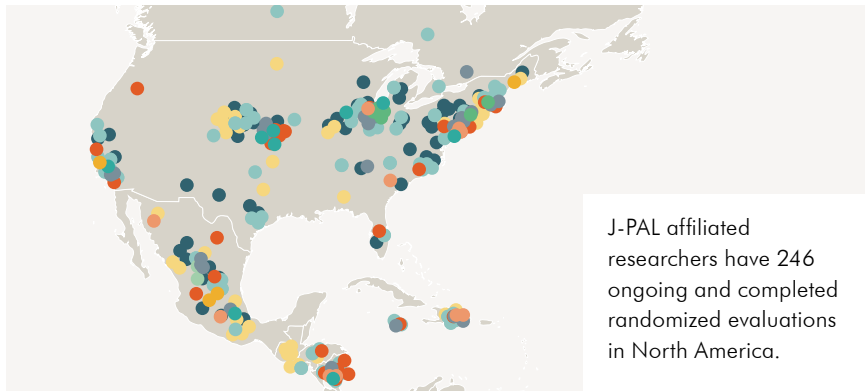
Our organization is implementing strategies to attract, develop, and advance a diverse staff and building a pipeline to increase diversity among economic researchers. We are committed to engaging in self-reflection, learning, and dialogue to nurture understanding across differences.



PHOTO: LISA CORSETTO | J-PAL

Learn more about [J-PAL North America's diversity, equity, and inclusion work.](#)

## GLOBALLY INFORMED, LOCALLY GROUNDED



### GLOBAL RESEARCH NETWORK

We are growing a network of researchers who use randomized evaluations to answer critical questions related to poverty. Our affiliated researchers sit at over 73 universities around the world and offer methodological expertise along with diverse experiences and interests.

### SECTORS AND POLICY AREAS

We work in six broad sectors, or issue areas, related to poverty reduction. Each sector is led by co-chairs—affiliated professors who provide guidance on the sector’s partnership activities, research agenda, and policy outreach. Our staff support new and ongoing research in each of these areas and synthesize policy lessons based on research results.

## IMPACT



PHOTO: SHUTTERSTOCK.COM



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Evidence from randomized evaluations is changing how we understand and address problems related to poverty. Policymakers, practitioners, and funders worldwide are increasingly applying this learning to social policies and programs. See select case studies on evidence in action.

### **Scaling individualized tutoring to improve learning.**

An intensive math tutoring program was rigorously evaluated and shown to significantly improve academic outcomes. The program has now reached thousands of students facing barriers in the United States. [Learn more.](#)

### **Promoting housing choice to improve economic mobility.**

Evidence from a flagship randomized evaluation in the United States prompted legislative and administrative changes to expand housing choice for low-income families. [Learn more.](#)

**Bringing provider race concordance research to policy discussions.** Research conducted by J-PAL affiliated professors brought rigorous evidence to bear in discussions on why increasing diversity in the healthcare workforce can help address health disparities. [Learn more.](#)

## CORE ACTIVITIES

Join our committed teams working to spur real-world evaluations to test innovative solutions and bring proven programs to scale.

### RESEARCH AND TRAINING

Do you have strong research skills, technical knowledge of economics, and want to use your knowledge to do good in the world?

Join our Research and Training team and support researchers and partner organizations in generating high-quality research. We host trainings and workshops for research staff and policymakers, create and share resources documenting best practices for randomized evaluations, and provide direct staff support on ongoing evaluations.



PHOTO: CRYSTEL HADLEY | J-PAL



## CORE ACTIVITIES

### POLICY AND COMMUNICATIONS

Do you have strong writing and technical skills and an interest in translating research results into digestible evidence that can inform policy decisions?

Join our Policy and Communications team and translate insights from rigorous research to inform policy change. We connect researchers with implementers

to spur research on key questions related to poverty. We also synthesize findings from research, conduct targeted policy outreach to share insights, and collaborate with partners to scale evidence-based approaches.

### FINANCE AND OPERATIONS

Do you have strong finance, fundraising, human resources, administration, technology, or research administration skills?

Join our Finance and Operations team and serve as a strategic partner in sustaining and strengthening every aspect of J-PAL North America's operating systems. We direct financial planning and management, ensure inclusive human resources practices, and provide leadership and support for technology, facilities and general administrative functions.



PHOTO: TBD

## STAFF EXPERIENCES

**Jatnna A., Policy & Training Events Manager** “I have truly enjoyed my time here. It’s inspiring to witness how passionate my colleagues are about the organization’s mission to reduce poverty through research and scale-up of effective programs and policies. I also appreciate J-PAL North America’s culture: one that is collaborative and not competitive.”



PHOTO: AMANDA KOHN | J-PAL

**Vincent Q., Co-Executive Director** “I’ve been able to advise a number of nonprofits and governments on how to measure their programs’ impact. It’s incredibly rewarding when a partner and researcher mutually recognize the value of rigorously evaluating a program. Our incredible team truly thrives on mutual respect. At all levels, our team is passionate, thoughtful, and hard-working.”



PHOTO: AMANDA KOHN | J-PAL

**Cordelia K., Policy & Communications Associate** “J-PAL North America has some of the most intelligent and supportive coworkers I could hope for. There is great mentorship in the office but also an amazing support system outside of work. I know there are so many staff members to support me as I learn new things.”



PHOTO: ANDREW J OKYERE | MIT TECHNIQUE

## STAY IN THE KNOW

We are actively engaged in recruiting talented individuals throughout the year. The best way to stay informed as new positions become available is to [subscribe](#) to our monthly jobs newsletter (make sure to check off “Job Announcements”).

You can also visit our website for a [full list of available opportunities](#) at J-PAL North America and our peer organizations.

Finally, check out the following additional resources on specific positions in economics and explainers on the design and use of randomized evaluations:

- [Pursuing a Research Assistant Position in Economics](#)
- [Real World Challenges to Randomization and their Solutions](#)
- [J-PAL Research Resource – Introduction to Randomized Evaluations](#)

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