**Associate Director or Staff Scientist, Geisinger Program Evaluation**

The newly created Geisinger Program Evaluation (GPE) team seeks one Associate Director and one Staff Scientist, each with expertise related to health economics or health services research, and especially research drawing causal inference using non-randomized methods. This is a great opportunity to oversee and lead rigorous, primarily non-randomized (or partially randomized) evaluations of programs, with impact on important health system decisions and patient outcomes, straddling industry and academia. Evaluations from members of GPE (which also includes the Behavioral Insights Team) are published/forthcoming in high-impact journals, including PNAS, Nature Human Behaviour, JAMA Network Open, and The Journal of Pediatrics. Both positions will be expected to lead study design, analysis (preferably using R), and reporting/dissemination of results to internal stakeholders (e.g., Geisinger leaders) as well as to academic audiences (e.g., at conferences and in academic publications). The Associate Director will lead and manage a team. Positions can be based in Danville, PA, or remote (with occasional travel to Danville) from another U.S. location for exceptional candidates. See full job ads (<https://www.michellenmeyer.com/openings.html>) for more information!

**To apply:** Please send a cover letter, C.V. or resume, and two representative scholarly publications in a single email to [**GeisingerProgramEvaluation@geisinger.edu**](mailto:GeisingerProgramEvaluation@geisinger.edu)**.** Please also include names, titles, and contact information for three references (we will contact you before reaching out to your references). Questions about the position may also be sent to the same address. Review of applications will begin immediately and will continue until the position is filled.

**Major duties and responsibilities:**

* Assisting the GPE (Associate) Director in day-to-day operations and development of the GPE
* Helping to recruit and supervise staff scientists and other personnel (Associate Director only)
* Liaising, initiating, and coordinating execution of projects with internal and external stakeholders; this includes Geisinger groups such as clinical departments, the IRB, and the compliance, quality, and legal functions
* Conducting literature searches and reviewing the literature to inform the team’s projects (Staff Scientist only)
* Contributing to or leading manuscript drafting and submission for select evaluation studies (first-author opportunities available)
* Participating in the design of interventions for evaluation and implementation at Geisinger
* Participating in data management, analysis, visualization, and reporting to assess the effectiveness of Geisinger programs, including assessing their effects on patient and other outcomes and quantifying the associated costs and return on investment
* Engaging in open science best practices (e.g., preregistration, preparing and sharing de-identified data and code)
* Disseminating GPE findings at scientific conferences and to lay audiences (e.g., sharing findings with Geisinger leaders)

**Required qualifications:**

* Experience using statistical software (preferably R, others acceptable)
* Strong critical thinking skills
* Curiosity and problem-solving skills to proactively identify solutions to pragmatic challenges in a complex healthcare system environment
* Ability to work in an independent manner and complete increasingly complex assignments
* Ability to lead a team to run primarily non-randomized evaluation projects (Associate Director only)
* Strong teamwork skills and the ability to work effectively in a group environment (Staff Scientist only)
* Exceptional organizational, planning, and analytical skills
* Competence in written, oral, and electronic communication skills (interpersonal/communication and technological effectiveness competencies)

**Desired qualifications:**

* Experience implementing applied research in a healthcare and/or relevant industry setting
* Experience with open science best practices
* Managerial experience (Associate Director only)
* Training in behavioral economics
* Experience with econometrics
* Experience with epidemiology
* Experience with implementation science
* Experience in interdisciplinary research and working in collaborative teams
* Experience in the healthcare industry
* Experience with programming and databases (e.g., Python, SQL)

**Education and/or experience:**

* A Ph.D. in economics, decision sciences, marketing, management, psychology, or any other relevant discipline is highly desired, but exceptional candidates with other credentials will be considered
* Graduate training in non-randomized research methods, including regression discontinuity or propensity matching
* Minimum 3 (Staff Scientist) or 5 (Associate Director) years’ relevant professional experience, including managing research projects and supervising research assistants or other personnel or otherwise collaborating actively in a team setting
* Scholarly publications

Geisinger is a large, integrated health services organization founded in 1915. Through its 11 hospital campuses, the Geisinger Health Plan, and the Geisinger College of Health Sciences, which includes the Clinical Education Institute and Research Institute, the Geisinger Commonwealth School of Medicine (GCSOM), and the Geisinger School of Nursing, Geisinger serves more than 1 million residents throughout 46 counties in central, south-central, and northeastern Pennsylvania. The system includes over 26,000 employees, including over 1,700 employed physicians, while Geisinger Health Plan serves over 550,000 members. Geisinger’s main campus in Danville, PA, is located within a three-hour drive of New York City, Philadelphia, and Washington, DC.

The GPE reports up to the Research Institute within the Geisinger College of Health Sciences. The Research Institute is engaged in investigating a broad range of research topics, including genomics, population health, and bioethics and decision sciences, using a broad range of methods, including data science and informatics, implementation science, and health services research. Research at Geisinger benefits from the system’s nearly 30 years of electronic health records, its clinical and genomics data warehouses, and its large, stable patient population. Geisinger’s research environment involves over 400 team members including more than 40 research faculty and a growing number of clinicians and learners engaging in collaborative research. In 2024, Geisinger was awarded $41 million in external grant and contract funding, carried out more than 1,400 research studies, including clinical trials, and published over 1,400 scientific articles.

Dr. Goren: <https://www.geisinger.edu/gchs/research/about-gchs-research/find-an-investigator/2024/06/18/14/58/amir-goren>

Professor Kirchner: <https://www.geisinger.edu/gchs/research/about-gchs-research/find-an-investigator/2018/04/04/13/27/lester-kirchner>

Professor Chabris: <http://www.chabris.com>