

Job Announcement: *Research Scientist*

Position Title:	Research Scientist
Reports To:	Research Division Director
Date:	January 15, 2020
FLSA Status	Exempt

BSCS Science Learning (BSCS) has an opening for a full-time research scientist to conduct research on teacher professional learning and science instructional material interventions. We seek a creative, motivated individual who shares our mission of improving science teaching and learning through research-driven innovation.

About BSCS Science Learning

BSCS Science Learning is an independent, nonprofit organization that develops, studies, and disseminates powerful approaches to science education. Our mission is to improve science teaching and learning through research-driven innovation. Founded in 1958, BSCS has brought the experience of inquiry learning to millions of students and teachers across the U.S. and around the world. Today, BSCS conducts research on how to improve science teaching and learning, develops instructional materials, offers professional learning programs for teachers, and conducts leadership development programs. Underlying all this work is our commitment to providing all young people with equitable, inclusive, and just science learning opportunities.

The Role of a Research Scientist at BSCS

Research Scientist is a position of substantial professional responsibility at BSCS. Research scientists participate in one or more of the following, depending on their areas of expertise and available project funding: designing research studies, developing and validating research instruments, collecting and analyzing data, using research findings to improve programs. While research scientists take responsibility for their own tasks, they also work collaboratively with others. Collaborative work frequently involves colleagues from BSCS and from other organizations. Often research scientists take on different roles across multiple projects, including participation in the development of instructional materials and teacher professional learning.

Responsibilities of this Position

The successful candidate will play an important role in advancing BSCS's work to further science teaching and learning through research-driven innovation. He/she/they will contribute to the design, implementation, analysis, and communication of several research studies, particularly around professional learning or curriculum interventions. He/she/they will work closely with other BSCS staff, classroom teachers, researchers in other organizations, and school, district and state leaders.

Current BSCS research projects include:

- Studying the implementation and impacts of video-based lesson analysis professional development in rural school districts in Kentucky and Tennessee.
- Researching the impact of genetics curricula on students' beliefs about race.
- Developing and validating three-dimensional assessments and investigating the use of machine learning in assessment scoring.
- Exploring the affordances of online professional learning programs.

Abilities and Expertise

A master's degree in science education or a related field and a minimum of three years of experience in educational research are required. A doctorate in science education or other educational specialty is desirable, as is experience with proposal writing, project management, and dissemination of research.

Requirements

- Experience designing and carrying out research studies focused on science teacher practice, pedagogical content knowledge, NGSS-aligned teaching learning, and student outcomes.
- Experience working at all multiple levels of research projects, including research design, data collection, data analysis, and communicating findings to researchers and practitioners.
- The ability to manage complex work and achieve specified goals under time and resource constraints.
- The ability to collaborate effectively in diverse groups across a variety of contexts.
- Excellent written and oral communication skills.
- Practical or academic expertise in how to improve outcomes for underserved populations and the systems that serve them, including English language learners, students from low-income communities, racial or ethnic minorities, and students with disabilities.
- An understanding of three-dimensional, phenomenon/problem-driven science teaching and learning as called for by the National Research Council's *Framework for K-12 Science Education* and the *Next Generation Science Standards*.

Essential Qualities and Abilities

The following are required to function effectively in this position:

- a commitment to improving science education;
- a commitment to equity and social justice in education;
- strong internal motivation; and
- flexibility and openness to learning.

Additional Information

The full-time, annual salary for this position ranges from \$75,000 to \$90,000 depending on experience and qualifications. BSCS offers competitive compensation and a generous package of benefits, as well as a flexible and inclusive work environment, with a strong commitment to the professional growth of all staff.

This position requires public speaking and considerable travel.

BSCS's work is funded through a combination of government and foundation grants, service contracts from school districts and other education-focused institutions, licensing revenue, and charitable donations.

BSCS's offices are in Colorado Springs, the #2 city in *US News & World Report's* 2018 Best Places to Live. Located along the Front Range of the Rockies one hour south of Denver, Colorado Springs is known for a mild climate, a vibrant arts community, and year-round outdoor recreation. Preference will be given to

candidates who are local or will relocate to Colorado Springs, however remote working arrangement will be considered for the ideal candidate.

For additional information about BSCS and our work, prospective applicants are encouraged to review the BSCS website (bscs.org).

BSCS Commitment to Diversity

BSCS Science Learning is committed to recruitment of a diverse staff so that we can bring the broadest possible range of perspectives to our mission of improving science teaching and learning. We are an equal opportunity employer. All applicants will receive consideration for employment without regard to age, race, sex, color, religion, national origin, disability (physical and/or mental), sexual orientation, gender identity or expression, veteran status, military obligations, marital status, pregnancy, genetic information, or any status protected by federal, state, or local law.

To Apply:

Applicants should send a curriculum vita or resume and a cover letter describing your interest and qualifications to careers@bscs.org. *Please put "Research Scientist" in the subject line.*

In your cover letter, please include your interest and qualifications in the position and indicate your willingness to relocate to Colorado Springs, if you currently reside outside the area.

We will review complete applications as they are received and will continue to accept and review applications until the positions are filled. Employment could begin as early as February 1, 2020.