

Be a Fellow with the Office of Evaluation Sciences

OES makes government better by helping agencies build and use evidence to learn what works.

[The Office of Evaluation Sciences](#) (OES) is an interdisciplinary team that works across the federal government to help agencies answer top priority questions. We design and conduct evaluations of existing programs and evidence-based program changes. We use rigorous evaluation methods and administrative data to build and use evidence and learn what works. To date, we have completed over [85 impact evaluations](#) with over 20 federal agency collaborators. [Our portfolio](#) has spanned priority areas such as improving public health outcomes, increasing educational opportunity, promoting equity and economic recovery, and increasing access to benefits.

The next cohort of Fellows will begin full-time positions in Fall 2022 via [an Intergovernmental Personnel Act agreement](#). All fellowship positions will be remote and location flexible within the United States. Fellows will serve at least a one year term, with availability to serve additional years preferred.

Fellowship Details

Fellows and Associate Fellows work on ongoing portfolios and build out additional evaluations in line with agency priorities. Their primary focus is to:

- Drive implementation on 3-5 impact evaluations
- Translate findings from the social and behavioral sciences into concrete recommendations
- Work directly with agency partners to design and rigorously evaluate interventions
- Perform data analysis and interpretation
- Distill findings into reports, policy memos, and academic publications
- Represent the team by presenting at government and external conferences and meetings
- Collaborate on and contribute to internal team tasks and evaluations, including by assisting on additional evaluations managed by other team members

Applicant Profile

Fellows and Associate Fellows possess a unique set of technical and professional skills. This includes many of the below skills:

- General knowledge of applied social and behavioral sciences and specialized knowledge of at least one domain of study within the social and behavioral sciences
- Ability to think creatively about the application of insights from the social and behavioral sciences, and design interventions that are feasible within specific federal programs
- Expertise in one or more U.S. domestic policy sectors
- Experience working with government programs, policies, operations, and/or data
- Knowledge of evaluation design and analysis strategies
- Experience conducting impact evaluations, including randomized evaluations, in field settings
- Statistical competency in at least one data analytic programming language (e.g., R, Stata)
- Exceptional communication and interpersonal skills
- The ability to juggle multiple competing priorities in a high-paced environment

OES is currently recruiting individuals with associated experience:

- Fellows have substantial expertise in the social and behavioral sciences field. Typically they are researchers with a PhD and publication record in a social or behavioral science field (e.g., economics, psychology, political science, statistics, sociology, public policy, business, etc.).
- Associate Fellows typically have recently completed a PhD or postdoc, or have a Master's Degree plus two or more years of relevant experience.

Application Details

[Applicants may apply online here](#). The deadline to submit is **11:59 p.m. ET Monday, January 3, 2022**.

Finalists will be invited to an interview process that will include a writing exercise, a video interview, and a research presentation. We expect to communicate final decisions in March 2022.

*Note: A Google email is required to access the Fellowship Application. If you are unable to access the application through Google Forms, [please see the full application here](#) and send the required documents in PDF format to oes@gsa.gov with the subject line: "Last Name, First Name, OES Fellowship Application 2022." PDF document titles should also follow this format (eg, "Last Name, First Name, Cover Letter").

Put on website page:

Join OES - Apply Now

All fellowship positions will be remote and location flexible within the United States. Fellows will serve at least a one year term, with interest and availability to serve additional years preferred.

- [Fellowship Solicitation \(PDF\)](#) - deadline: 11:59pm ET on Monday, January 3, 2022
 - [Federal Detail Solicitation \(PDF\)](#) - deadline: 11:59pm ET on Monday, January 3, 2022
 - [Design Fellow Solicitation \(PDF\)](#) - deadline: 11:59pm ET on Friday, December 10, 2021
- [\[Submit application here\]](#)

The work and role of OES is unique and includes directly designing, implementing, and analyzing behavioral interventions through impact evaluations in a large-scale federal policy environment. OES Fellows apply promising interventions at a national scale, reach millions of people, and work closely with key decision makers in government. Fellows design and direct high-impact evaluations, author academic publications, work on portfolios shaped by agency priorities, and benefit from a dynamic team and flexible federal work environment. [Learn about former OES fellows' experiences here.](#)

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Fellowship Details

Fellows and Associate Fellows join OES on loan from academic, non-profit or government offices on either a reimbursable or non-reimbursable basis. Fellows have come from a variety of universities (e.g., Harvard University, Reed College, Miami University and University of California, San Diego), non-profits (e.g., ideas42, Association for Psychological Science and MDRC) and federal departments (e.g., Department of Labor, the US Forest Service and the National Science Foundation). [Current team member bios are available here.](#) Fellows coming from academic or non-profit institutions will join the team through an [Intergovernmental Personnel Act agreement](#) (IPA). Full-time fellowships begin in Fall 2022.

Federal Detail Opportunities

Federal employees serve as Fellows via detail assignments with negotiable start dates and lengths of assignments. Fellows coming from Federal Agencies will join the team on a reimbursable detail using an Inter-Agency Agreement (IAA). We've had federal employees join the team from other federal agencies

including HUD, USDA, DOL, and ED as detailees. We've also had Presidential Management Fellows join for a rotation.

Design Fellow Details

OES is looking to bring on an expert in human centered design methods to embed qualitative approaches into how we develop solutions. Design Fellows will serve at least a six-month term or detail, with interest and availability to serve additional years preferred.

Applicants may apply by emailing oes@gsa.gov with their resume and cover letter **by Friday, December 10 at 11:59pm ET**. A design portfolio link should be included in the resume, or attach a PDF that includes work samples. Finalists will be invited to an interview process that will include a design exercise, interviews and a presentation.

[Video]

Frequently Asked Questions

Do I need to be able to relocate to Washington, D.C.?

- No, you do not need to relocate to Washington, D.C. All fellowship positions will be remote and location flexible within the United States. Fellows will serve at least a one year term, with interest and availability to serve additional years preferred.

I just got the notice - can I turn in my application late?

- We are holding to a firm deadline at this time as we need to evaluate candidates for the first and second round interviews on the same timeline. We do sometimes have need for off cycle support, if you would like to share your CV and a cover letter - we are happy to review it.

What is the difference between Fellows and Associate Fellows?

- Fellows have substantial expertise in the social and behavioral sciences field. Typically they are researchers with a PhD and publication record in a social or behavioral science field (e.g., economics, psychology, political science, statistics, sociology, public policy, business, etc.).
- Associate Fellows typically have recently completed a PhD or postdoc, or have a Master's Degree plus two or more years of relevant experience.
- Please note that it's the same application process, just with different qualifications.

My fall semester (Fall 2022) is already scheduled - what about Jan. 2023?

- We understand academic timelines are locked well in advance and some have already made commitments for the fall. We do encourage you to apply in this round for a 2022 calendar-year

Fellowship, and are open to having a conversation regarding timeline with qualified individuals. In general we will prioritize individuals who are available in the fall, but we are open to year-long Fellowships which start a bit later in some cases.

Do I need to be a US citizen to apply?

- We encourage those that have authorization for employment or course-of-study-related work in the United States to apply. You can find more information on the [OPM website here](#). The Intergovernmental Personnel Agreement (IPA) requires a sponsoring organization, such as a University or registered non-profit, and this mechanism allows for the onboarding of non-residents / non-citizens, as long as the institution has sponsored any required authorization for employment.

What are the types of projects OES has worked on in the past?

- To see our past work, please visit our [evaluations page](#) and [portfolio page](#).

Do you offer summer internships (Associate Fellows Candidates)?

- OES is not currently seeking summer interns, as we believe the value derived from supporting our work lends itself to a longer timeline. The work of opportunity identification, experiment design, implementation, and analysis often takes longer than 2-3 months. If you are a graduate student interested in applying to our team, we would encourage you to speak with your department or school regarding a minimum 6-month / full semester Fellowship.

Is the position paid?

- Yes, OES Fellowships are funded. The intention of the Fellowship is to reimburse your institution for some or all of your direct costs during your rotation. Via the [IPA mechanism](#) we enter into cost-sharing agreements with your home institution.

What type of writing sample is needed?

- An ideal writing sample would demonstrate three things:
 - ability to conduct rigorous research
 - knowledge of the relevant subject matter area
 - precision, conciseness, and clarity in writing
- An academic paper (working or published) that you personally wrote is most helpful, as are any shorter pieces you might have written for a broader audience (such as a memo or blog).

How many people do you typically hire for these positions?

- We typically hire between 2-6 fellows each year, but final numbers will depend on agency priorities and funding availability.