

7. Conduct workshops for staff and members on teacher compensation, school finance, budget analyses, the Collective Bargaining System, and other topics as assigned.
8. Organize and present advocacy data in support of PSEA bargaining units at impasse with their employers.
9. Fulfill regular requests from field staff and members on research issues, including school finance and compensation.
10. Act as expert witness and assist field representatives in fact finding and interest arbitration cases.
11. Provide direct assistance to local associations bargaining contracts.
12. Conduct qualitative and quantitative research and write reports for publication and presentations.
13. Work with PSEA field and legal staff on grievance arbitrations.
14. Monitor relevant political, economic, education, demographic, and labor relations trends.
15. Present research findings and information to technical and nontechnical audiences.
16. Work with members and staff to enhance advocacy skills in the area of school finance, school employee compensation, impasse procedures, budget analysis, etc.
17. Other duties as assigned.

Knowledge, Skills, and Abilities

- Knowledge of research principles, methods, concepts, practices and affiliated survey and statistical applications and its administration.
- Knowledge of principles, methods, concepts, and practices of compensation models, alternative compensation systems, salary schedule structures and components, market influences, and general application of contract language regarding movement through pay schedules.
- Knowledge of advanced techniques used in policy research and program analysis.
- Knowledge of current teacher pay and advocacy issues as well as finance issues facing public education and its schools.

- Knowledge of statistical concepts and methods and their application to educational research.
- Knowledge of union contract structure, the labor movement, and common union issues in collective bargaining.
- Possession of the mental and interpersonal aptitudes that lend to effective extemporaneous response, explanation of pertinent research constructs, and delivery of expert testimony.
- Skill in organizing research initiatives and applying complex quantitative and analytical methods in the conduct of research.
- Skill in identifying and correcting methodological research flaws within a specialized area.
- Strong verbal (both in dialogue and group presentations) and professionally written communications skills.
- Skill in applying advanced statistical packages, such as SAS, SPSS, or Excel in the specialty.
- Skill in effective organization of work and handling multiple priorities effectively.
- Ability to design and conduct research and evaluation studies in specialized area.
- Ability to develop original ideas, new approaches and solutions, and assemble and present information for ambiguous and confrontational situations.
- Ability to formulate research hypotheses and structure research designs to account for relevant variables and the issues to be studied.
- Ability to develop measurement, testing, and evaluative procedures and instruments with reliability, relevance, and validity.
- Ability to prepare and persuasively deliver talking points, testimony, training programs, and presentations on assorted compensation issues.
- Ability to consult effectively with leaders, members, and all levels of Association management, staff, Boards, and governance.
- Ability to professionally conceive and work with Communications staff to layout, produce, and edit publications.

- Ability to assess interpersonal dynamics, bases of influence, undisclosed agenda, and motives of key players, advocates, or media representatives in varied meetings and proceedings by reacting responsibly, quickly, and decisively to the issues put forth in their presentations and position statements.
- Ability to assess conditions quickly and alter one's decisions and actions in the face of changing facts and complex circumstances.
- Possession of attributes reflective of supportiveness of the values, goals, and mission of PSEA, which includes the tenets of unionism, quality education, and appropriate compensation, professional development, and working conditions for teachers, other professionals and technicians, and support personnel.
- Ability to work cooperatively with all Research staff as well as other PSEA staff on projects and assignments.

Education, Experience, and Special Requirements

An advanced degree in Labor/Industrial Relations, Economics, Organizational Behavior, or a related field and experience using statistical packages (e.g., STATA, SAS, SPSS, etc.) is required.

Candidates with a bachelor's degree will be considered if they can demonstrate strong quantitative skills (experience analyzing large, complex datasets) and possess a degree in Statistics, Economics (with econometric classes), Actuarial Science, or related fields.

The position requires excellent quantitative skills, strong written and verbal skills, as well as experience and/or training in collective bargaining. Experience/expertise in quantitative research methodology is necessary, and expertise/knowledge of assessment and evaluation is preferred.