



*Position: Strategic Data Project Fellow*

*Location: Multiple US Locations (see below)*

*Duration: Summer/Fall 2025 through Summer 2027 (with option for continued employment)*

*Contact: [sdprecruitment@gse.harvard.edu](mailto:sdprecruitment@gse.harvard.edu)*

Join a powerful, growing community of **625+** forward-thinking data advocates and leaders across more than **40 states** and **290+** education organizations. The [Strategic Data Project \(SDP\)](#) is an initiative of the [Center for Education Policy Research](#) at Harvard University. The SDP Fellowship program helps school system leaders use data and evidence in strategic decision-making to improve public education. By placing fellows in school systems and education organizations across the United States, SDP provides a unique career pathway for passionate quantitative researchers and data strategists who want to make a difference.

The SDP Fellowship is a unique opportunity, combining full-time employment as a mid-to-senior level education data analyst/researcher at an SDP-approved partner organization (a school district, state education agency, postsecondary system, non-profit, etc.) and two-years of intensive in-person and virtual professional development, training, and mentorship to build your toolkit as an education data leader. As a fellow, you and your host agency will develop clear priorities and plans for using data and build organizational willingness to use data for decision-making. Over the course of two years, fellows participate in a series of tailored workshops, both virtual and in person, to develop their measurement, leadership, communication and education policy skills. Training is delivered by Harvard-affiliated researchers and practitioners and fellows are supported by faculty advisors, fellowship alumni mentors, and their colleagues across the SDP network.

Learn more about past fellows' work by visiting the SDP [blog](#). In the past, fellows have tackled strategic data projects in one of the following focus areas:

- program evaluation
- data visualization
- early warning indicator systems
- data management governance
- survey design and analysis
- data dashboards
- student pathways and postsecondary success
- educator quality, pipeline, and training

and more!

Fellows are paid an annual salary of \$75,000-95,000 USD plus appropriate benefits by their placement organization. **The average salary offer is around \$88,000.** The Fellowship lasts two years (Summer/Fall 2025 through Summer 2027) with the possibility for longer-term employment. Exact salaries, benefits, hybrid work arrangements, etc. differ and are determined by the host organization.

### ***Locations***

Fellowship placements are available in various locations across the United States and shift from year to year. SDP is currently selecting placement organizations. A sample of currently available locations/projects includes:

1. K12 district in eastern Pennsylvania
2. K12 district near Dallas-Fort Worth
3. Nonprofit in Washington DC
4. K12 district near Jackson, MS
5. State agency in Montgomery, AL
6. K12 district near Washington DC
7. Nonprofit in Charlotte, NC

This list is subject to change. Candidates who successfully progress through the SDP Fellowship selection process will learn more details about available placements.

## **Qualifications**

The Strategic Data Project seeks candidates who possess:

- a strong background in applied quantitative analysis (beyond descriptive analysis), familiarity with working with large datasets within education, and ability to work with limited oversight
- a demonstrated passion for improving outcomes for all students, familiarity with US domestic education policy and current issues
- a track record of collaboration, humility, and ability to guide change
- a proven ability to communicate complex information and analytic findings to various audiences in verbal, written, and visual formats
- evidence of an emerging leadership skillset and a commitment to continuous learning
- an **advanced degree** (Master's degree or higher) completed (graduated) by August 2025 (certificates are not eligible)
- at least **four years of relevant full-time work experience** by August 2025 (waived for those with a PhD)
- Valid U.S. work authorization; fellows become employees of our partner organizations and they do not provide Visa sponsorship to their fellows. Candidates with OPT, AT, and/or EAD status may be eligible to apply. Work authorization must be valid from September 2025 through August 2027.

**Candidates who are geographically flexible and willing to relocate will be given preference in the selection process.** In addition, due to the inherent nature of the matching process, your willingness to relocate will increase your chances of matching with an SDP partner agency if admitted as a finalist to the candidate matching pool. Candidates are encouraged to be flexible and willing to relocate to the placement that is the best skill and interest match for them. *Candidates with flexible relocation available will have the best chances of a successful placement match* - about 85% of fellows relocate for placements.

SDP Placed Fellows become full-time employees of their placement organizations where they receive a salary between \$75,00-95,000 and appropriate benefits. Placement organizations may have additional hiring requirements, including drug testing, criminal record and background checks, vaccination policies, residency requirements, etc.

## **Benefits of the SDP Fellowship**

- Two-years of full-time employment with annual salary + benefits, with potential for continued employment
- Mission-driven analytic work, tackling high-impact challenges in the education sector
- Network of talented life-long colleagues and peers in the education data field
- Ongoing professional development and training
- In-person and virtual workshops, learning modules, and conferences (travel + lodging included)
- Active network-wide slack channel
- World class mentorship from faculty (Harvard + other institutions) and SDP fellowship alumni
- Global alumni network
- Pathways to leadership

## **The Application Process**

The Cohort 17 (Summer/Fall 2025 through Summer 2027) application will open on **9/30/24 at 8:00 AM ET**.

### **Round I Application Deadline: Monday, November 4th, 2024 - 9:00am ET**

- Application Opens: September 30th, 2024
- Application Deadline: November 4th, 2024 - 9:00am ET
- Data Task 1: November 7th - November 12th, 2024
- Virtual Screening Interviews: November 20th - December 2nd, 2024
- Data Task 2: December 3rd - December 20th, 2024

- Selection Day Interviews: December 10th and 11th, 2024
- Agency Interviews: Beginning January 2025

#### Round II Application Deadline: Monday, March 3rd, 2025 - 9:00am ET

- Application Opens: November 8th, 2024
- Application Deadline: March 3rd, 2025 - 9:00am ET
- Data Task 1: March 6th - March 11th, 2025
- Virtual Screening Interviews: March 20th - March 28th, 2025
- Data Task 2: March 31st - April 7th, 2025
- Selection Day Interviews: April 15th, 16th, and 17th, 2025
- Agency Interviews: Beginning April/May 2025

#### Round III Application Deadline: Wednesday, May 14th, 2025 - 9:00am ET

- Application Opens: March 7th, 2025
- Application Deadline: May 14th, 2025 - 9:00am ET
- Data Task 1: May 16th - May 22nd, 2025
- Virtual Screening Interviews: June 3rd - June 10th, 2025
- Data Task 2: June 10th - June 17th, 2025
- Selection Day Interviews: June 17th and 18th, 2025

*All dates and deadlines are subject to change.*

Following each application deadline, we will invite successful candidates to move through the selection process. This process includes a technical analytic assignment, a virtual screening interview, and a virtual interview day. Candidates who are selected from the virtual interview day will interview remotely or on-site at an SDP partner organization. After receiving and accepting an offer from a placement, fellows are welcomed to the fellowship.

**Please follow the link to complete the online application:** [https://sdp.smapply.io/prog/fellowapp\\_c17](https://sdp.smapply.io/prog/fellowapp_c17)

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- Learn more on our [website](#) and visit the [FAQ section](#)
  - Questions? Reach out to [sdprecruitment@gse.harvard.edu](mailto:sdprecruitment@gse.harvard.edu)
  - [Schedule a Virtual Coffee Chat](#) to speak 1:1 with a member of the SDP team
  - Register for an upcoming webinar: <https://sdp.cepr.harvard.edu/calendar/upcoming>

**LIVE WEBINAR:** WEDNESDAY, OCTOBER 30, 2024 | 12:00 PM ET

## Become a Strategic Data Project Fellow

Learn more about applying to the Strategic Data Project Fellowship at the Center for Education Policy Research at Harvard University and hear about the impactful work of our fellows and alumni.



**KRISTIN CALDERONE**

Cohort 15 Fellow

Teacher Preparation  
Consultant, California  
Commission on Teacher  
Credentialing



**ABIGAIL TODHUNTER-REID**

Cohort 9 Fellow Alumna

Research Consultant  
Reid Education Research