



ACLS Leading Edge Fellowship

Position Title:	Research Associate
Organization:	PHI
Location:	Remote (based in the US)
Stipend:	\$70,000 in the first year, \$72,000 in the second year
Benefits:	Access to employer health insurance and professional development funds
Start Date:	September 2024

ORGANIZATION DESCRIPTION

[PHI](#) is a national nonprofit organization that works to transform eldercare and disability services by promoting quality direct care jobs as the foundation of quality care. Founded in 1991, PHI draws on over three decades of experience to drive the systemic changes needed to ensure that direct care work is quality work—defined in terms of family-sustaining wages and benefits, improved training and support, and meaningful career paths, among other job quality elements. Our staff of researchers, policy experts and advocates, and curriculum developers collaborate to learn and disseminate best practices in meeting the needs of direct care workers and their clients, primarily older adults and people with disabilities, across long-term care settings.

The direct care workforce comprises 4.8 million personal care aides, home health aides, and nursing assistants. Poor job quality for these workers perpetuates racial, gender, and other disparities in the greater U.S. labor force, given the size of this workforce and that it is majority low-income women and people of color and disproportionately immigrants. PHI founded the Direct Care Worker Equity Institute to explicitly address the structural inequities and profound disparities facing this essential workforce.

POSITION DESCRIPTION

The Research Associate will be a key member of the PHI Research and Evaluation Department (5.5 FTE), reporting to the Director of Research and working closely with the Vice President of Research and Evaluation and the rest of the team to advance critical applied research priorities. In their role, the Research Associate will produce and disseminate original research materials on systemic inequities facing direct care workers and promising policy and practice models to address these inequities, with a focus on job quality and worker voice. This research will inform the development of equity-specific policy advocacy tools and workforce interventions that reduce disparities and promote equity within the direct care workforce. The research and related outputs will directly contribute to PHI's Direct Care Worker Equity Institute.

The fellowship will be fully remote, with the current Research and Evaluation team members interacting remotely from North Carolina, Oregon, Massachusetts, and New York. There will be an opportunity for the Research Associate to access PHI's shared coworking space in Manhattan for any amount of time during their fellowship, but that would be entirely optional. PHI offers a supportive virtual work environment, including regular opportunities to connect with PHI staff who are based across the country, easy-to-use communication systems, and infrastructure that promotes collaborative work. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

This position is *only* available through the Leading Edge Fellowship program.
You may *not* contact the host institution to inquire about this position.

Responsibilities and tasks:

- Conduct assigned independent and original research projects on direct care worker equity issues. Research responsibilities may include executing literature reviews, collecting case studies, conducting interviews, and analyzing existing and proposed direct care worker policies and programs, with a close examination of their actual or potential racial and gender equity impacts.
- Author or coauthor articles and reports featuring the findings from this research, with a goal of producing 2-3 PHI research reports, 2-3 blog articles, and one paper for a peer-reviewed conference or journal article. The PHI research outputs will be published and disseminated through PHI's Direct Care Worker Equity Institute. For the peer-reviewed paper, potential outlets include long-term care, workforce development, or labor studies journals or conferences, depending on the Research Associate's disciplinary background and future career goals.
- Collaborate with PHI's Research and Evaluation, Policy and Public Education, and Workforce Innovations team members to build tools and share research to equip direct care workers, advocacy organizations, industry leaders, policymakers, and funders with bold, actionable ideas for improving direct care worker job quality and equity.
- Respond to external requests for research support related to job quality for the direct care workforce, with particular attention to equity issues and worker voice.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Excellent research, analysis, and writing skills.
- Demonstrated methodological proficiency in qualitative or quantitative approaches (specific methodological approaches are not required), including collecting and analyzing original data such as from interviews, focus groups, and written surveys, and analyzing secondary data, including publicly available surveys, archives, and secondary literature reviews.
- Commitment to producing research that balances personal interests and career goals with organizational priorities.
- Strong organizational and communication skills.
- Ability to work independently and as a member of a small remote team.
- Ability to build trust and collaborate effectively with diverse internal and external partners.
- Interest in health care, aging, disability, workforce, labor policy, and/or social justice issues.
- Willingness to learn about intersecting fields through shadowing, mentorship, and practice.

APPLICATIONS

- Information on the Leading Edge Fellowship Program: <https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships>
- All applications must be submitted through the ACLS Online Fellowship Application System (ofa.acls.org).
- Application deadline: 9:00 PM EDT, March 13, 2024.

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