



Research Manager

About The Clean Slate Initiative

Founded in 2019, The Clean Slate Initiative (CSI) is working across the country, and in Congress, to pass and implement laws that automate record sealing for people with eligible records who have completed their sentence and remained crime-free, and to expand who is eligible for sealing.

CSI's vision is that people will no longer be defined by their records and will have the opportunity to contribute to their community, have a fair opportunity to work, get an education, and achieve their full potential. To date, thirteen states, and Washington D.C., have passed Clean Slate laws impacting more than 18 million people. CSI works with bipartisan leaders and organizations and offers our expertise on what works: intelligent policy design, an eye toward implementation, and campaign strategies that center lived experience. Along the way, we work to redefine the narrative around people with records, cutting through the bias and stigma, to reorient the legal system to live up to the ideals of second chances. Learn more about our work [here](#).

About The Opportunity

Reporting to the Director of Research and Data, the Research Manager will play a key role in advancing CSI's research initiatives. This role will support the Research and Data team in developing evidence-based and data-driven insights to inform record sealing policies and strategies to support our reform efforts nationwide. The Research Manager will conduct literature reviews, collect and analyze qualitative and quantitative data, and synthesize research and data findings to create actionable recommendations for CSI's advocacy campaigns and policy implementation strategies.

Responsibilities and Tasks:

The Research Manager will work on timely projects that support the Research and Data Team, including:

Research Awareness and Synthesis



- Conduct comprehensive literature reviews regularly on criminal justice, labor market, housing, and other outcomes, and policy effectiveness related to record clearance and adjacent policies
- Synthesize academic research, policy reports, and other data sources to inform Clean Slate campaigns and groundwork, highlighting findings pertinent to advancing racial equity in record clearance and the legal system more broadly.
- Monitor emerging research and studies in progress, translating findings into timely insights for internal decision-making.
- Conduct advanced desk research to inform Clean Slate and stepping stone legislation (that is, legislation that puts a state on the path toward Clean Slate)

Research Design and Analysis

- Design and conduct qualitative and quantitative research (e.g., key informant interviews, focus groups, surveys, secondary data analysis, etc.) as needed to inform The Clean Slate Initiative's research agenda and strategic approach.
- Design and coordinate research in collaboration with the Implementation Team to inform CSI's notification efforts.
- Lead the analysis and dissemination of findings from CSI's State Partners Survey and other regular stakeholder survey projects.
- Lead the development of state-level case studies that integrate legal, policy, and empirical insights for external audiences.

Writing, Dissemination, and Communication:

- Identify strategic opportunities for disseminating CSI's research through publications, conferences, and other outlets.
- Co-author white papers, policy briefs, blogs, memos, articles, analytic reports, and thought pieces that establish CSI as the national leader on automated record sealing.
- Translate complex research findings into clear, persuasive narratives tailored to policymakers, advocates, funders, and other stakeholders, including evidence-based data-driven reports, research and policy briefs, memos, summaries, and other publications for both internal and external audiences.
- Disseminate research findings and evidence-based recommendations internally and externally through oral and written communication methods.

Internal Collaboration:

- Work closely with the Director of Research and Data to shape and execute CSI's short- and long-term research priorities and ensure research is aligned with ongoing advocacy needs and campaigns.
- Participate in cross-functional work streams with various functions, bringing evidence-based insights to decision-making.



- Contribute to CSI's organizational positions regarding Clean Slate policy design and implementation through rigorous research synthesis.

Who you are:

- Deeply knowledgeable about criminal legal system reform
- A highly skilled applied researcher who can independently manage projects from conception through dissemination
- Strategic and detail-oriented, with strong judgment about research quality, relevance, and use.
- An excellent writer and communicator who can make complex findings accessible and compelling to non-technical audiences.
- Collaborative and comfortable working across teams while maintaining ownership over research deliverables.
- Creative and proactive in identifying research gaps and developing solutions.
- Creative problem solver able to figure out solutions even when they are not readily apparent.
- Lived experience with the criminal legal system is highly valued.

What you'll Need

- 5-7 years of work experience in Public Policy, Political Science, Criminal Justice/Criminology, Sociology, or related fields.
- Demonstrated experience leading applied research projects and producing high-quality written outputs.
- Strong mixed-methods research experience; in particular, experience conducting interviews, focus groups, designing and conducting surveys, and secondary data analysis.
- Exceptional analytical, writing, and synthesis skills.
- Proven ability to manage multiple research priorities and deadlines simultaneously.
- Strong organizational skills and attention to detail.
- Experience translating research into policy-relevant insights for advocacy or implementation contexts.

Compensation, Benefits & Location

Comprehensive benefits package that includes 100% employer-paid health, dental, and vision insurance, a 6% employer match towards 401k retirement, pre-tax transportation benefits, and paid holidays, vacation, sick, and casual time off.

The Clean Slate Initiative is committed to transparent and fair compensation. The hiring range for this position is an annual salary range of \$118,000 - \$121,000. The final salary within this



range will be determined based on qualifications and relevant experience. Once an offer is made, we do not negotiate the compensation package.

This is a full-time position and is considered exempt for overtime purposes. This is a remote position and we are location agnostic regarding where in the US you are based. However, we will discuss a hybrid or in-office work location for candidates in proximity to our Orlando office.

You will need to:

- Currently reside in the United States and be authorized to work in the United States
- Work collaboratively with a team in various time zones
- Be close to a major airport with the ability to travel approximately 10% of the time
- Attend required quarterly onsite planning meetings at least 2 times a year in various locations
- Attend 1 all staff learning trip and our annual convening each year

The Clean Slate Initiative is a 501(c)(3) public entity that passes and implements laws that automatically clear eligible records for people who have completed their sentence and remained crime-free and expand who is eligible for clearance. CSI is committed to attracting, developing and retaining exceptional people, and to creating a work environment that is dynamic, rewarding and enables each of us to realize our potential. CSI's work environment is safe and open to all employees and partners, respecting the full spectrum of race, color, religious creed, sex, gender identity, sexual orientation, national origin, political affiliation, ancestry, age, disability, genetic information, veteran status, and all other classifications protected by law in the locality and/or state in which you are working.

How to Apply

We encourage all applicants to review our website to fully familiarize themselves with The Clean Slate Initiative before applying: cleanslateinitiative.org. If you are interested in applying for this position, complete the application and attach your resume via our [application portal](#).

Questions about this job posting or the process should be directed to the CSI recruitment team at careers@cleanslateinitiative.org. So that your email gets seen and addressed, when sending your email, its subject line should clearly refer to the Research Manager role.

Tentative Timeline

- **Application Period:** February 2, 2026 through February 20, 2026
Applications will be reviewed continuously. Interested candidates are encouraged to submit their applications early for immediate consideration. Applications received after February 20, 2026 may be considered, but consideration is not guaranteed.
- **First Interviews:** weeks of March 2, 2026 and March 9, 2026



- **In-Basket Exercise:** After first interviews, candidates may be expected to complete an in-basket exercise provided by The Clean Slate Initiative.
- **Panel Interviews:** week of March 23, 2026
- **Reference Checks:** week of March 30, 2026
- **Finalist Interview with CEO:** week of March 30, 2026
- **Offer Extension:** week of May 6, 2026
- **Tentative Start Date:** April 20, 2026

Reasonable Accommodations

To center the safety and well-being of its employees, and in accordance with relevant federal, state, and local laws, The Clean Slate Initiative provides equal employment opportunities to qualified individuals with disabilities to participate in the recruitment and selection process. If you require an accommodation to participate in the interview/hiring process, please contact human resources at HR@cleanslateinitiative.org.

Other Employment Standards

Applicants for employment in the United States must have work authorization that does not now or in the future require sponsorship of a visa for employment authorization in the United States. Job candidates will not be obligated to disclose sealed or expunged records of conviction or arrest as part of the hiring process.