



**Position title:** Data Scientist, Housing Affordability Data Lab

**Timing:** January, 2023

**Status:** Full time, exempt

**Location:** Oakland, CA (Hybrid office)

## **WHO WE ARE**

[Terнер Housing Innovation Labs \(Terнер Labs\)](#) is a startup nonprofit organization that formulates and advances bold strategies to house families from all walks of life in vibrant, sustainable, and affordable homes and communities. As a sister organization of the [Terнер Center for Housing Innovation](#) at UC Berkeley, we transform innovative research and policy expertise into actionable tools, programs, and partnerships with the public and private sector. We are committed to solutions that increase the supply and lower the cost of housing in ways that align with equity and environmental goals; expand access to quality homes and communities to support racial, social, and economic inclusion; and drive innovation in housing policy and practice.

The Housing Affordability Data Lab (Data Lab) program of Terнер Labs creates data tools and metrics to inform government and community decision-making around housing and land use policy. The initial product of the Data Lab is Terнер's Housing Policy Dashboard (the Dashboard). The Dashboard is an analytical tool that overlays a real estate proforma on top of parcel-level land use and regulatory data. This allows policymakers to understand how specific housing policies or market inputs – such as changes in building limits, development costs, density bonuses, or market conditions – might impact real-world decisions that affect housing development amounts and patterns across a city or region, aiding policy makers who want to address the affordability crisis.

The Dashboard was initially built for [Los Angeles](#) and Terнер Labs is now expanding to a cohort of 8-10 additional communities in the coming year. The team is planning for a wider expansion in subsequent years. Additionally, the Data Lab is developing other new data

tools and metrics, offering an exciting opportunity for ground-floor development of new data products that advance housing affordability and equity.

### **HOW YOU'LL CONTRIBUTE**

Terner Labs seeks an entrepreneurial and dynamic Data Scientist to join the Data Lab team. In this newly created role, the Data Scientist will utilize their data management and analysis expertise, policy knowledge, and strong project management skills to work directly with policy leaders to inform and build out the Data Lab's products. They will bring an energetic and open-minded spirit and thrive within a fast-paced, growing organization.

The Data Scientist will report to the Data Lab Director and will play an essential role in the Data Labs' expansion by enhancing the technical capabilities of our products and onboarding more cities onto our policy simulation platform. This is an opportune time to join and help shape the future of data-backed evidence in housing policy decisions.

### **RESPONSIBILITIES:**

- Enhance the simulation capabilities of the Dashboard by developing and implementing additions to the proforma methodology and refining various assumptions
- Help build and expand the Terner Housing Policy Dashboard for other jurisdictions by collecting and cleaning data from partner cities, public records, industry data, state policy details, and other sources
- Liaise with partner cities to refine city-level data sets and develop methods for modeling specific policies or economic conditions
- Collaborate with an experienced team of technical contractors, partner organizations, graduate students, and Terner Labs and Center staff to implement performance and UX improvements
- Assist and consult on various research projects and studies utilizing the Dashboard's data and simulation capacities
- Help launch and develop new Data Labs products and services

### **SKILL SETS / MINIMUM QUALIFICATIONS**

- Demonstrated ability to use Python and/or R, as well as Excel, to manage and analyze large datasets
- Strong understanding of data cleaning, data linkage, and imputation methods

- Familiarity with land use, housing policy, or real estate data is a plus
- Experience with proforma analysis is a strong plus
- Familiarity with, or ability to quickly learn, elements of municipal zoning codes and land use policy
- Flexible self-starter comfortable managing multiple deadlines and priorities
- Strong problem solving skills
- Ability to effectively communicate technical information to a variety of audiences
- Inspiring and thoughtful communication style that meets the needs of diverse team members and partners and engenders trust and collaboration.
- Ability to navigate sensitive issues related to data collection, analysis, and publication including issues related to privacy, race, ethnicity, and complex housing policy dynamics.
- Energetic and entrepreneurial mindset
- 5+ years relevant work experience
- Relevant masters degree is a plus and may count towards work experience, but is not required

Turner Labs is a young organization with growth potential. The person serving in this position needs to be excited to join the team while we scale and demonstrate comfort with the dynamism that entails. This means being open to fluidity, being willing to jump in and do what is necessary even if it isn't in the job description, and being passionate about building the organization.

### **WHAT YOU'LL EXPERIENCE**

The target salary range for this position is \$105,000 - \$125,000, commensurate with experience. We offer a comprehensive benefits package that includes: medical, dental, vision, disability, and mental health coverage, as well as 18 vacation days, one sick day a month, 14 paid holidays, and the opportunity to participate in a generous retirement savings plan matching program.

This position will be located in Oakland, CA, with opportunities for a hybrid work schedule.

Turner Labs is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We encourage individuals to apply who bring lived experience with issues of housing affordability and equity. Criminal background checks are not required.

**HOW TO APPLY**

To apply, please submit your materials [here](#). Applications will be reviewed on a rolling basis until the position is filled.