



RESEARCH CAREERS AT THE RAND CORPORATION



About the RAND Corporation

RAND is a nonprofit institution that helps improve policy and decisionmaking through research and analysis.

How did RAND get started?

Project RAND began after World War II as a special initiative of the Douglas Aircraft Company of Santa Monica, California. The purpose was to continue in peacetime the advances in knowledge that civilian research scientists had been recruited to develop during the war. Early research was conducted for only one client—the U.S. Army Air Forces—and focused exclusively on U.S. national security. In 1948, Project RAND separated from Douglas Aircraft and became the RAND Corporation, an independent, nonprofit organization dedicated to promoting scientific, educational, and charitable purposes for the public welfare. RAND diversified its research focus and for more than seven decades has used scientific analysis to help individuals, families, and communities throughout the world be safer, healthier, and more prosperous.

Where are RAND's offices?

The RAND Corporation is a global organization with offices throughout the world. U.S. locations include Santa Monica, California, the home of its headquarters campus and the Pardee RAND Graduate School; Arlington, Virginia; Pittsburgh, Pennsylvania; Boston, Massachusetts; and New Orleans, Louisiana. Our newest office is in the San Francisco Bay Area. RAND Europe is located in Cambridge, UK, and Brussels, Belgium. RAND Australia is located in Canberra, Australia.

Research at RAND

What are RAND's areas of expertise?

RAND's research agenda reflects our commitment to sound public- and private-sector approaches to the critical challenges facing the world.

The following areas represent our recent work: Children, Families, and Communities • Cyber and Data Sciences • Education and Literacy • Energy and Environment • Health, Health Care, and Aging • Homeland Security and Public Safety • Infrastructure and Transportation • International Affairs • Law and Business • National Security and Terrorism • Science and Technology • Workers and the Workplace.

Who is on the RAND research staff?

RAND researchers are creative, independent thinkers with intellectual curiosity and a strong interest in making a difference in the world through public policy research. The ~1,200 members of RAND's research staff represent nearly every academic field and profession, from engineering and behavioral sciences to medicine and economics. More than half of them hold Ph.D.'s, and most others hold M.A.'s, M.D.'s, or J.D.'s. Our research staff is a diverse group, spanning different ages, ethnicities, and backgrounds. They share a commitment to multidisciplinary collaboration that has been RAND's hallmark from its earliest days.

What determines the research agenda?

RAND is committed to addressing issues at the top of the policy agenda. Each research division sets a general research agenda, and researchers also propose new projects and secure funding for new work within the scope of those agendas and RAND's mission.

Who funds RAND research?

Our research is supported by a global clientele that includes government agencies, international organizations, and foundations. In addition, philanthropic contributions support our ability to take the long view, tackle tough and often-controversial topics, and share our findings in innovative and compelling ways.



Research Career Paths

What research opportunities does RAND offer?

RAND hires outstanding individuals for a wide array of research and research support roles, including full-time researchers, project analysts, research assistants, graduate student summer associates, research communications analysts, and computer programmers.

What is the expected career path of a RAND researcher?

RAND research staff typically progress through three levels: associate, full, and senior. An early-career researcher will enter RAND at the associate level and work as a member of a project team. As a full researcher, the individual will lead project teams and establish expertise through a research portfolio. A senior researcher is a recognized expert in a field and a skilled project leader. Researchers select or develop projects for their work portfolio and can work across a variety of policy areas on both domestic and international projects. Researchers can also pursue management roles, including research program manager, research division director, quality assurance manager, and personnel manager. Staff members in research support roles can also pursue advancement through development of their capabilities and expertise. Researchers can also teach as faculty members at the Pardee RAND Graduate School (Pardee RAND) located in Santa Monica, California. Pardee RAND is the largest public policy Ph.D program in the United States.

Working at RAND

What is the work environment like?

Researchers enjoy a flexible, team-oriented work environment in which they choose projects related to their areas of expertise and

interest. Although our work is rigorous and challenging, the RAND culture also includes fun. RAND staff organize a variety of activities from book clubs and foreign-language clubs to sporting and fitness clubs, such as softball, yoga, and golf. And each of our U.S. offices is close to entertainment, cultural, and shopping districts, making it easy to enjoy life beyond work.

What are the compensation and benefits like?

Our compensation is competitive with other nonprofit research organizations such as universities, government organizations, and think tanks. We also offer a comprehensive benefit package that includes full medical and retirement benefits and four weeks vacation annually to all regular exempt employees. To learn more about RAND benefits, visit www.rand.org/jobs/benefits.

How can I learn more?

Visit our website at www.rand.org. Here, you can learn more about our latest research, access RAND reports, and read about RAND news and events.

How do I apply?

Visit our employment page at www.rand.org/jobs. We accept applications only through this site. Here, you will be able to search for current opportunities related to your interests and learn more about specific qualifications. You will also find information about internships and fellowships. You will be asked to submit a CV, cover letter, and writing samples through our online form. We look forward to hearing from you!



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