



Thank you for considering the U.S. Merit Systems Protection Board as the next step in your career! This document provides information about the research analyst role and work environment to help you decide whether working at MSPB might be right for you.

What Is the Job Like?

On any given day, your to-do list will depend primarily on the state of your and your colleagues’ research projects. You are largely free to plan your work day and work week. That freedom comes with the responsibility to—

- Propose research projects that address important workforce and merit system issues;
- Ask the obvious, and not-so-obvious, research questions;
- Plan and conduct sound and cost-effective research;
- Arrive at balanced, evidence-based conclusions;
- Formulate principled and practicable recommendations;
- Provide timely, constructive support to your colleagues’ research projects;
- Give due attention and respect to the views of policymakers, stakeholders, and your colleagues;
- Write research reports and briefs that are professional, persuasive, and reader-centered; and
- Maintain and develop your professional knowledge, skills, networks, and stature.

Is This Job for Me?

The job of a research analyst is not like that of the typical human resources specialist or I-O psychologist. The issues are broader, the answers more elusive, and the customers more diverse and demanding.

This job might be for you if:	This job might NOT be for you if:
✓ You like working on long-term projects that have a broad impact on Federal Government policy, operations, and employees.	✗ You favor an environment where you can see the results of your work on a day-to-day basis.
✓ You like to examine an issue from different angles and consider diverse perspectives and possibilities.	✗ You like the stimulation of a high-pressure, fast-paced work environment that focuses on short-term activities and results.
✓ You enjoy taking the initiative to define and complete work projects.	✗ You prefer a certain level of job structure in which you receive direction on what needs to be done and how it should be done.
✓ You enjoy looking at broad HR issues to identify how the laws, policies, or practices can be improved.	✗ You like to regularly consult with managers or employees to help them quickly resolve problems and meet pressing needs.
✓ You are interested in collecting and analyzing data to identify and interpret patterns.	✗ You prefer straightforward questions with clear answers.
✓ You enjoy writing, and ✓ You have the patience to draft and refine publications over several weeks or months.	✗ You do not care for the prospect of defending and crafting a written argument—over weeks or months.
✓ You are comfortable working on your own and working on project teams.	✗ You strongly prefer working alone with no distractions, or ✗ You need constant interaction with others.