Position: Demographer
Location: Portland, Oregon; Seattle, Washington (preferred) or remote
Closes: March 31, 2020

Position Description: FLO Analytics (FLO) is seeking a full-time Demographer to work at either our Portland, Oregon or Seattle, Washington offices; or possibly remotely wherever you are located. As Demographer, you will serve as a key member of the FLO team, working on FLO projects for clients throughout the country. You will be charged with demographic analysis to support our clients' objectives, project management, marketing, and business development. This position requires strong interpersonal skills, exceptional organization skills, and experience working in a fast-paced and deadline-driven environment. Additionally, you must be able to think outside the box, take initiative in a variety of situations, and effectively communicate verbally and in writing.

FLO specializes in data analytics, spatial planning, and Geographic Information Systems (GIS) services, serving school districts, governments, utilities, non-profit groups, and various businesses and industries in the Pacific Northwest and beyond. FLO supports and is a key innovator within Maul Foster & Alongi (MFA), a locally owned Pacific Northwest consulting firm focusing on environmental science, civil engineering, planning, and GIS.

As Demographer, you will…

- Deliver on scopes of work primarily for K-12 school district clients, with a focus on the development of and reporting on student enrollment forecasts and related data (e.g., land use and housing development data, area births, and net migration rates).
- Apply appropriate methods (e.g., cohort component model) to project population dynamics in support of student enrollment forecasting for K-12 school districts and occasionally other demographic analyses.
- Utilize GIS and/or other analytical tools (e.g., Alteryx) in the analysis of student enrollment, school attendance areas, and district-wide land use and housing development trends.
- Prepare data visualizations by way of summary tables, graphics, and maps for various planning projects and needs.
- Prepare and present oral and written reports and analysis to school officials, school boards, and the public.
- Assist with boundary reviews and adjustment processes, long-term planning, and capacity evaluations in conjunction with school attendance area forecasts.
- Evaluate complex procedures, processes, techniques, models and/or methodologies to develop solutions.
- Assist in project management including gathering requirements, determining scopes, and estimating hours needed to develop and deliver custom solutions to our clients.
- Identify, recommend, and implement improvements to system designs and processing methodologies for workflow efficiency, scalability, and reliability.
- Collaborate regularly with cross-functional internal and external team members and occasionally third-party entities, as both a project lead and a team member.
- Advise, train, mentor, and learn from other team members on business development, technical, and client sector topics.

How to apply: Visit http://maulfoster.applicantpool.com/

What are we looking for?
Minimum Qualifications:
Either
- 3+ years of related experience and a bachelor's degree in Applied Demography, Planning, Statistics, Geography, or a related field with coursework in demographic analysis and quantitative research methods, including population estimation and projection methods

OR
- 1 or more years of related experience and a master's degree or PhD in Applied Demography, Planning, Statistics, Geography, or a related field with coursework in demographic analysis and quantitative research methods, including population estimation and projection methods

PLUS
- Mastery of and skill in applying mathematics and statistics.
- Experience providing significant and innovative recommendations for advancing programs and/or methods.
- Familiarity with GIS applications and/or spatial data analysis.
- Proficiency in Microsoft Outlook, Word, Excel, and Access.
- Familiarity with statistical packages such as SAS, Stata, or R.
- Proven organizational and problem-solving skills, as well as attention to detail.
- Able to formulate and clearly communicate ideas, both verbally and in writing.
- Able to work independently with little guidance and in a collaborative group environment.
- Willingness to work overtime and travel as needed.
- Able to thrive in a fast-paced environment as an individual contributor on a transparent, agile team.

Desired Skills, Interests and Experience:
- Experience organizing and analyzing data and communicating results to research teams and broader audiences.
- Experience with the consulting industry, school districts and/or local government.
- Experience working with and maintaining a broad range of datasets including land use and housing development, planning, and demographic datasets.
- Experience managing projects and teams, including successful development and implementation of scopes of work, budgets, and staff resource management.
- Experience mentoring junior staff as appropriate.
- Experience in community engagement, meeting facilitation, and participating in open houses.
- Working knowledge of marketing & communications principles.
- Experience working with Esri's ArcGIS Desktop suite and extensions.
- Experience with other non-Esri data analysis, blending, and visualization solutions (e.g., Alteryx, Tableau).
- Analysis of data from the decennial census and the American Community Survey.
- Experience with data analysis using Python, R, SPSS, SQL, etc.
- Strong research and analytical skills reflected in publications.
- Great presentation skills.

Salary & Benefits:
- Compensation based on individual qualifications and experience
- Medical, dental, and vision insurance
- 401(k) Plan
- Participation in employee stock ownership plan (ESOP)
- Paid time off
- Training and development opportunities

How to apply: Visit http://maulfoster.applicantpool.com/