MEADOWS
MENTAL HEALTH
POLICY INSTITUTE

Job Title: Public Safety Data Analyst

Reports To: Senior Vice President of Health and Public Safety

Position Summary: The Meadows Mental Health Policy Institute (Meadows Institute) seeks a collaborative and strategic professional to support the work of Health & Public Safety Team and the Meadows Institute as a whole. The Data Analyst will work with other members of the Health & Public Safety Team to support the Meadows Institute's health and public safety portfolio.

This role involves multi-site data collection, harmonization, analysis, and reporting across a range of public safety agencies, including emergency medical services (EMS), law enforcement, 911 communications centers, and fire departments, to identify behavioral health-related calls for service. The ideal candidate will have strong experience cleaning, transforming, and harmonizing complex, often unstructured datasets from multiple sources, including public safety operational systems. This is an applied research and analytics position focused on improving public systems and informing policy and practice, rather than a software engineering or product development role. Candidates must bring relevant domain experience in government, health, or public safety in addition to technical analytical expertise.

The candidate will be responsible for creating data pipelines, developing models to identify call types, building data visualizations and dashboards to monitor the project's progress, and completing deliverables that are aligned with the Meadows Institute's mission and strategy.

The preferred work location for this position is in Texas. This position may not be filled or performed in California, Colorado, Connecticut, District of Columbia, Hawaii, Illinois, Maryland, Minnesota, Montana, Nevada, New Jersey, New York, Rhode Island, Vermont, or Washington at this time. Statewide travel (up to 10%) may be required. Some duties may require access to reliable personal transportation.

Responsibilities:

- Provide full-time operational support for the Health & Public Safety Team’s portfolio of projects.
- Analyze quantitative and qualitative data to contribute to program evaluations and strategic assessments.
- Conduct and support fairness-related and cross-sector data science applied research projects with technical depth, including areas of data processing and exploration,

statistical and causal inference, data modeling, machine learning, and artificial intelligence.
- Identify, prototype, and validate novel and expanded methods to solve analytic impediments to identifying behavioral health-related calls to 911 call centers.
- Serve as the primary point of contact for assigned projects.
- Work collaboratively with the Meadows Institute Data, Research, & Analysis Team to track and meet project timelines and deliverables.
- Maintain data sources and databases, including requests for new data sources, creating new databases for larger-than-memory data, and developing functions to automate frequently recurring tasks.
- Create visualizations, dashboards, and quantitative summaries for internal and external deliverables.
- Document data-cleaning procedures, coding workflows, and methodological decisions to support transparency, reproducibility, and communication across technical and non-technical audiences.
- Other duties as assigned.

Required Qualifications:

- Demonstrated professional experience applying data analysis, statistical methods, or research to real-world challenges in government, public health, healthcare, behavioral health, or public safety settings. Experience working with law enforcement, emergency communications (911), crisis response, or other public safety systems is strongly preferred.
- Demonstrated ability to work with complex administrative or operational datasets and translate analytical findings into actionable insights for policymakers, practitioners, and organizational leaders.
- Experience collaborating with nontechnical stakeholders to define research questions, interpret findings, and support programmatic or policy decisions.
- Strong problem-solving skills and demonstrated ability to collaborate effectively across internal and external teams, including stakeholders with varying levels of technical experience, to make and review data-cleaning and methodological decisions.
- Bachelor's degree in data science, public health, statistics/biostatistics, quantitative psychology/criminal justice, computer science, or other related field.
- A minimum of two years of relevant professional experience.
- Excellent written and verbal communication skills.
- A strong quantitative research background and statistical and programming proficiency.
- Robust experience coding in R, including proficiency in developing, maintaining, and modifying R-based data-cleaning, analysis, and reporting workflows.
- Experience developing and deploying dashboards for public and layperson consumption.
- Demonstrated ability to clearly document coding practices, data-cleaning procedures, and methodological decisions for both technical and non-technical audiences.

- Ability to work independently as well as collaboratively with colleagues. This includes overcoming geographic and other potential barriers to communicating with and making contributions to the team's work.
- Excellent organizational skills, including the ability to manage multiple tasks and projects simultaneously while meeting deadlines.
- Flexibility in working with new issues, topics, and approaches.

Preferred Qualifications:

- 3 to 5 years of professional-level experience in a related role.
- Proficiency in additional programming languages, such as Python and SQL, and other relevant research and analytic technologies.
- Experience with Quarto, Git, and website-hosting platforms such as Netlify.
- Experience creating interactive data visualizations using R packages such as Leaflet, Highcharter, and Reactable.

Eligibility Requirements:

The preferred work location for this position is in Texas. This position may not be filled or performed in California, Colorado, Connecticut, District of Columbia, Hawaii, Illinois, Maryland, Minnesota, Montana, Nevada, New Jersey, New York, Rhode Island, Vermont, or Washington at this time. Relocation assistance not available. Successful candidates must show proof of eligibility to work in the United States.

To Apply:

https://recruiting.paylocity.com/recruiting/jobs/All/965ef422-eb7d-4193-831c-eb795c67a5b5/The-Meadows-Mental-Health-Policy-Institute-for-Tex

About Meadows Mental Health Policy Institute:

The Meadows Mental Health Policy Institute is a data-driven, nonpartisan, nonprofit organization that supports the implementation of policies and programs that help Texans obtain effective, efficient mental health care when and where they need it. The Institute's vision is for Texas to be the national leader in treating all people with mental health needs. For more information about the Meadows Institute, please visit: www.mmhpi.org.

The Meadows Mental Health Policy Institute is committed to equality of opportunity in all aspects of employment and provides full and equal employment opportunities to all employees and potential employees without regard to race, color, national origin, religion, gender (including pregnancy, childbirth, and related medical conditions), physical or mental disability, age, citizen status, veteran status, genetic information, or any other legally protected status.