

IDS Staff: Recommended Skills, Competencies, and Training

Every data sharing effort is different and your staffing needs will depend on your effort's purpose, model, and stage of development. The chart below describes the staffing structure of an IDS somewhere in the middle of the developmental spectrum. We think it is useful for highlighting a number of roles and competencies that should be differentiated as your effort grows.

Role	Skills/Competencies	Training/Experience
Director	<ul style="list-style-type: none"> Nuanced understanding of human subjects research, social science research, and a wide range of research methodologies Familiarity with IDS stakeholder groups Comfort in navigating bureaucracy Ability to establish, cultivate, and maintain a wide range of relationships Excellent communication skills; ability to communicate effectively among a range of competing interests Ability to keep abreast of IDS field with dynamic legal parameters, best practices, and research methodologies 	<ul style="list-style-type: none"> PhD, JD, or master's in relevant field Management experience, particularly with managing staff and budgets Experience in non-profit and/or government sector Experience in academic institution recommended Content expertise with one or more data holdings 10+ years of relevant work experience
Data/Research Coordinator	<ul style="list-style-type: none"> Advanced project management skills Strong communication skills Knowledge of research methodologies Experience with data set/data holdings management, including managing codebook 	<ul style="list-style-type: none"> Master's in relevant field Experience in non-profit, government sector, or academic institution recommended Content expertise with one or more data holdings 3+ years of relevant work experience
Research Analyst	<ul style="list-style-type: none"> Demonstrated ability to support database management, including data cleaning, data set management, coding Demonstrated ability to support analysis and reporting Nuanced understanding of statistics 	<ul style="list-style-type: none"> Master's in relevant field Content expertise with one or more data holdings
Data Scientist	<ul style="list-style-type: none"> Demonstrated experience with algorithm development and data integration Strong technical documentation skills Demonstrated understanding of best practices for data security, data transfer, data cleaning, and data import Strong communication skills; ability to translate technical concepts into accessible language for a variety of stakeholders Basic understanding of social science methodologies 	<ul style="list-style-type: none"> PhD or master's in relevant field 5+ years of relevant work experience
Database Administrator*	<ul style="list-style-type: none"> Experience with design and development of flexible database solutions Strong technical documentation skills Demonstrated understanding of a variety of operating systems, memory and storage requirements, firewall restrictions and ports, and data security best practices 	<ul style="list-style-type: none"> Master's in relevant field 3+ years of relevant work experience
Data Security Officer*	<ul style="list-style-type: none"> Nuanced understanding of data security best practices across data transfer, storage, and export 	
Legal Counsel*	<ul style="list-style-type: none"> Nuanced understanding of legal issues pertaining to data sharing 	

*This position could be staffed part time or on a consultant basis