Job Announcement
Data Scientist

The National Fair Housing Alliance (NFHA) has an immediate new opening for a Data Scientist to join the Tech Equity team. NFHA is the country's only national civil rights organization dedicated solely to eliminating all forms of housing and lending discrimination and ensuring equal opportunities for all people. Founded in 1988, NFHA is a consortium of private, non-profit fair housing organizations dedicated to promoting equal housing, lending, and insurance opportunities through education, outreach, advocacy, training, research, and enforcement. For more information about NFHA, visit www.nationalfairhousing.org.

Position Summary:

The Tech Equity team has a mandate to advance policies, educational resources, tools, and mechanisms for diminishing and ending bias in technologies being used in housing and mortgage lending.

We have a **new position** for a data scientist who enjoys applying machine learning models and principles to uncover discriminatory patterns in data with a focus on data related to adtech, property appraisal, property maintenance, mortgage underwriting and pricing, and insurance underwriting and pricing. Preference will be given to candidates with demonstrated interest in computer vision, computational linguistics, and unsupervised learning. As an ideal candidate, you must be comfortable working in an agile environment and in cloud environments.

Salary Range: US$90,000 to US$150,000

Responsibilities:

- Engineering features to find the ones most predictive to outcome of interest
- Doing ad-hoc analysis and communicating findings in a comprehensive manner
- Extending company's data with third party sources of information when needed
- Processing, cleansing, and verifying the integrity of data used for analysis
- Testing machine learning solutions for fairness, accuracy, and stability, and writing parallelcode to effectively transform big data
- Using state-of-the-art explainability techniques to reveal how selected algorithms make their decisions
- Deploying machine learning solutions
- Building cloud and web-based machine learning APIs
- Maintaining and upgrading machine learning models following deployment
- Collaborating with member services, enforcement, and other NFHA departments

Requirements:

- Demonstrated understanding of machine learning techniques and algorithms for handling both discrete and continuous outcomes of interest
- Demonstrated experience or familiarity with state-of-the-art computer vision, computational linguistics or unsupervised machine learning algorithms and their implementation in Python, R, Scala, or Julia
- Demonstrated experience with any three of the following programming languages: Python, R, JavaScript, Scala, Julia
- Proficiency in using query languages, such as SQL and Hive, and demonstrated experience analyzing big data
- Experience with python web frameworks such as Flask (preferred) and Django
- Experience with tech stack needed for putting machine learning models in production environments
- Experience with web API development (e.g., REST)
- Experience with database technologies (e.g., SQL server, MongoDB)
- Ability to collaborate with member services, enforcement, legal, and other NFHA departments
- Adherence to NFHA's policies and procedures
- Commitment to justice, civil rights, equity, and responsible AI

Education and Experience

- BSc, MSc, or PhD in **any field** with at least 7 years, 5 years, and 2 years of industry experience in data science or machine learning, respectively
- Familiarity with MLOps principles and big data tech stack
- Familiarity with fairness, differential privacy, explainability, and causal inference libraries in Python or R
- Familiarity with causal inference methodologies

Application Process:

Salary is commensurate with experience. Health, vision, dental, and retirement benefit plans are provided. NFHA is an equal opportunity employer that values and encourages diversity in its workforce. Interested applicants should send a resume, sample project (if available), and cover letter to:

Attn: Personnel via email at personnel@nationalfairhousing.org. No telephone calls, please. The position will remain open until filled.

ONLY people authorized to work in the United States of America should apply.