

Position Announcement: Program Evaluator

The Legislative Budget Office (LBO) is seeking to fill one program evaluator position. The position is a limited term, two-year appointment. This is a full-time position. The program evaluator will lead efforts for the LBO to administer a survey to Minnesota School Districts and Charter Schools related to their employer-provided health plans and report on the survey findings to the Minnesota Legislature. Additionally, this position will support the LBO in applying program evaluation methods to assist the Minnesota Legislature in evaluating tax expenditure policies including tax incentives, tax credits, and tax exemptions.

To ensure consideration, applications should be received by July 23, 2026. **For information on the application process and to see a complete position description, please go to: <https://www.lcc.mn.gov/jobs/>.** If you have specific questions, please contact Christian Larson at Christian.Larson@lbo.mn.gov.

The LBO program evaluator supports the Minnesota Legislature by contributing as an essential member of the LBO team through:

- Overseeing the collection of survey data from Minnesota School Districts and Charter Schools related to employer provided health plans and developing a report for the Minnesota Legislature based on survey results.
- Providing quantitative and qualitative analysis to perform evaluations of tax expenditures.
- Presenting research and analysis developed by the LBO to the Minnesota Legislature.

The LBO will determine the starting salary based on the successful applicant's qualifications and experience. The recruitment range for the position is \$81,166 to \$85,000. The full salary range for the position is \$81,166 to \$146,251. The salary offered will be based upon an assessment of the candidate's level of experience.

A complete position description is available on [the Legislative Coordinating Commission's Employment Opportunities webpage \(https://www.lcc.mn.gov/jobs/\)](https://www.lcc.mn.gov/jobs/) or call 651-284-6436 to request a copy. For more information regarding the LBO, visit [the LBO website](#).

Minimum Qualifications

- Bachelor's degree

- Two years of experience applying survey methods or in a program evaluation or policy analysis role. A graduate level degree in a relevant field may substitute for the two-year experience requirement
- High-level analytical skills
- Excellent written and oral communication skills
- Non-partisan background and ability to act impartially in a politically neutral manner
- Ability to present survey and research findings in a public setting

Desired Qualifications:

- Advanced degree in public policy, public administration, program evaluation, statistics, or social sciences
- Experience working with group health plan data
- Knowledge of public school health plan management
- Experience with Qualtrics or similar survey applications

Why work for the LBO?

The LBO is committed to building a staff complement that includes diverse perspectives and backgrounds. The LBO plays a meaningful role in the legislative process and provides elected officials with objective and nonpartisan analysis needed to make informed decisions.

Comprehensive Benefit Package

The State of Minnesota offers exceptional benefits including low cost medical and dental insurance, employer paid life insurance, other optional insurance, optional pre-tax spending accounts, paid holidays, and paid sick leave. Paid vacation leave and floating holidays would be accrued upon completion of six months of service.

The LBO recognizes there are key elements that make life and work meaningful: health and wellness, financial well-being, professional development, and work/life balance. These benefits, in addition to your salary, make up your total compensation.

Health and Wellness

The state encourages wellness and promotes preventive care, offering many benefits and resources to help employees and their families lead healthy, balanced lives. These include:

- Low-cost medical, dental, and vision insurance packages, including prescription drug coverage, to fit your needs to ensure you are happy and healthy
- Free, confidential help through the Employee Assistance Program (EAP)

- Wellness programs and resources to help you reach your wellness goals

Financial Well-Being

The state offers insurance and pre-tax spending account options to help employees meet their financial goals. These include:

- Basic life insurance at no cost to you. Additionally, you have the option of choosing supplemental life insurance (including spouse and child life options), short- and long-term disability, and accident insurance
- Pre-tax benefits, including dependent day care, medical/dental spending accounts (MDEA), and parking and public transit options

Professional Development

Professional development that empowers employees to do the work they love and reach their career goals is encouraged. This includes:

- Training and development courses
- Leadership institutes and programs
- Coaching and mentoring
- Career planning

Work/Life Balance

Work/life balance is supported through:

- The potential for flexible work schedules during the interim when the legislature is not in session
- Compensatory time options
- 13 days of paid sick leave each year based on a 4-hour accrual rate
- 11 paid holidays
- Paid vacation leave accrued at a rate of 5 hours per pay period, starting after 6 months in a full-time schedule

During peak periods, LBO staff may experience long work hours and deadlines requiring the ability to stay composed under pressure.

The LBO values the unique contributions that candidates with diverse experiences, knowledge, and backgrounds can bring to our work. The State of Minnesota is an equal opportunity employer. We are committed to embedding diversity, equity, inclusion, and accessibility at our workplace.

An Equal Opportunity/ADA employer