

## Senior Research and Evaluation Associate - Education (Full-Time, Remote)

*Location: Illinois or Texas, preferred*



### Job Summary

EduDream is seeking a **Senior Research and Evaluation Associate – Education** to lead culturally responsive and equity-centered research and evaluation projects that seek to elevate the voices and experiences of racially and economically diverse students, families, and communities. The Senior Research and Evaluation Associate will be working in a highly collaborative team environment, and engaging educators, community-based organizations, families, students, and other stakeholders on research projects that span from early childhood through postsecondary. **The successful candidate will bring at least 5 years of experience leading research and evaluation projects in collaboration with education partners to advance our mission.**

### Duties and Responsibilities include, but are not limited to:

- Build relationships with clients and partners, including foundations, nonprofits, and schools, to understand their needs and deliver evidence-informed solutions
- Strengthen client and partner capacity to use data and evidence to inform policies, practices, and/or strategies to advance educational equity
- Engage community throughout the research process authentically and transparently
- Lead and execute research and evaluation projects using culturally responsive and equity-focused approaches and mixed methods, from planning, design to implementation. This includes:
  - Creating and refining evaluation plans, logic models, and theories of change.
  - Developing and clarifying research, evaluation and/or learning questions
  - Overseeing data collection, ensuring data quality and reliability
  - Developing data collection and analysis plans
  - Designing and implementing qualitative and/or quantitative data collection tools
  - Leading qualitative and/or quantitative data collection and analysis
- Conceptualize analytical frameworks for document reviews, literature reviews and landscape scans
- Lead the framing and writing of research and evaluation plans, reports, synthesis of findings, and summary of key takeaways, in clear, concise, and accessible writing
- Develop engaging and impactful high-visibility presentations for technical and non-technical audiences including clients, stakeholders, and the communities at large
- Contribute to conceptualizing and/or writing proposals
- Provide expertise and mentoring to junior staff members assigned to projects
- Advise, consult, and collaborate with team on expanding current projects and developing new work

### About EduDream

EduDream is a Latina-founded, woman-owned, research consulting firm inspiring transformation within education by bringing community voice and rigorous research together. EduDream was founded in 2016 by culturally responsive and experienced researchers, Michelle Oliva and Monica Martinez. We partner with nonprofits, foundations, and education institutions to provide community-centered research and strategy. We've worked with

leading philanthropic and education organizations including the Bill & Melinda Gates Foundation, Teach for America, The Aspen Institute, and Branch Alliance for Educator Diversity (BranchED). Our team of experts provides rigorous and evidence-based inquiry, and a strong focus on community collaboration. Through our work, we're redefining the potential of research while shifting the education system towards an equitable and just future.

## Our Values

1. **Equity + Justice:** We are committed to furthering equity and justice for all students through CREE-informed phases of work and partnerships, centering the assets and voices of those most impacted by structures of oppression.
2. **Results + Impact:** We deliver actionable data, innovative solutions and practical tools that impact policies, teaching, and learning so that every student is supported, actively engaged, and prepared to learn to their full potential.
3. **Hope + Opportunity:** We believe in leveraging hope in our work against inequity, focusing our efforts on imagining possibilities and creating opportunities for long-term, systemic change that benefit all students.
4. **Human-Centered Intentionality:** We respect our shared and individual lived experiences, resisting dominant and oppressive ways of working by prioritizing emotional intelligence, reflective collaboration with partners, intentional relationships across communities, and mindful timelines that disrupt notions of urgency.
5. **Collaborative Leadership:** We value thought-partnership and collaboration with advocates, community members, students, and families as a leading organization in equity-centered research and strategy.

## Our Workplace Culture

At EduDream, we believe that a great workplace is one where you are inspired by your colleagues and deeply engaged in your work every day. We believe in mutual respect and trust, and value diversity in informing our views and work. We move nimbly, iterating quickly to improve, and collaborating constantly to deliver useful solutions that advance educational equity.

This position may be an excellent fit if:

- You are committed to continuous learning and growth
- You want to co-create and be a part of a high-functioning team
- You can engage others in pursuit of our mission to advance educational equity
- You thrive in an entrepreneurial environment
- You approach work as a dedicated and self-driven professional

## Our Work Schedule and Environment

This is a remote, full-time position. The Senior Research and Evaluation Associate will be expected to work Monday-Friday within a set schedule. When safe, our team visits clients in-person at their businesses but will remain a hybrid (though mostly remote) organization. To support remote team success, we use tools like Zoom, Slack, Asana, Google Workspace, cell phones, and laptops, etc. to collaborate with our clients, and with one another.

## Experience & Education

- Master's degree or equivalent combination of education and experience
- At least 5 years of demonstrated experience leading and managing research and evaluation projects, preferably in nonprofits
- At least 3 years of demonstrated experience leading client and partner relationships
- Strong project management skills and experience scoping and directing multi-year projects and/or tasks
- Experience with quantitative and/or qualitative research methods
- Experience synthesizing research and evaluation findings for various audiences
- Must be currently eligible to work in the United States without a requirement of visa sponsorship

## Required Skills and Abilities

Interested applicants should possess many of the following knowledge, skills and abilities:

- Accuracy with work, strong organizational skills, and attention to detail
- Effective communicator, orally and in writing, with clients and staff,
- Ability to be responsive to feedback
- Ability to deal tactfully and diplomatically with others
- Ability to work productively in a web-based environment, both independently and in teams
- Flexibility to handle multiple priorities, sometimes simultaneously, under deadline pressure
- Effective time management skills
- A sense of initiative and willingness to ask questions and self-advocate in the work environment
- Demonstrated passion and commitment to educational equity
- Knowledgeable about key education issues and collaborative research and data

## Compensation

The salary range for a full-time salaried position is \$70,000-\$80,000, depending on experience. Benefits include 10 days paid time off per year, 11 paid holidays and 2 floating holidays per year, 5 sick days, a health care stipend, and a professional development reimbursement.

## Application Process

In lieu of a cover letter, please send responses to the questions below, along with your resume, to: [info@edudream.org](mailto:info@edudream.org). In the email subject line, include: First and Last Name followed by "Senior REA."

1. Why do you want to work with EduDream?
2. Describe your experience designing and implementing research and evaluation projects for nonprofits, foundations, or schools? If applicable, include how you used culturally responsive and equity-focused approaches and mixed-methods. Your response should reflect experiences outside of graduate studies.
3. Describe your experience building and sustaining client relationships.

*Applications will be reviewed on a rolling basis.*