



Research and Evaluation Associate / Senior Research and Evaluation Associate

(Full-Time, Remote)

Job Summary

EduDream is seeking a full-time **Research and Evaluation Associate or Senior Research and Evaluation Associate (REA/SREA)** to lead and support culturally responsive and equity-centered education research and evaluation projects that seek to elevate the voices and experiences of racially and economically diverse students, families, and communities. The REA/SREA will work in a highly collaborative team environment and engage educators, community-based organizations, families, students, and other stakeholders on research projects that span from early childhood through postsecondary. **The successful candidate will bring 3-7 years of mixed-methods research, evaluation, and project management experience to advance our mission.**

This posting is for (1) position to be filled at either the REA or SREA level with a commensurate salary range of \$55,000-\$80,000 depending on experience and qualifications.

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
- Support, lead, and/or execute research and evaluation projects using culturally responsive and equity-focused approaches and mixed methods, from planning and 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

EDUDREAM^{★★}

- 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, education 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 REA/SREA 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

- Bachelor's degree required; master's degree preferred
- 3-7 years of demonstrated, applied professional experience in successful research and evaluation delivery required, preferably in nonprofits, philanthropy, higher education, or the public sector
- 3+ years of demonstrated experience supporting research and evaluation projects beyond academic studies and academia
- 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, with no foreseeable changes in eligibility within the next 24 months

Required Skills and Abilities

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

- Experience applying quantitative and qualitative research methods
- Willingness to learn and expand quantitative and qualitative skills
- Experience supporting research and evaluation projects, including designing plans, developing data collection tools, and engaging in data collection and analysis
- Experience synthesizing research and evaluation findings for various audiences
- Experience with data analysis (proficiency in Excel and/or statistical software such as STATA or SPSS)
- Accuracy with work, strong organizational skills, and attention to detail
- Strong communicator who is responsive to feedback, collaborative, and a team player
- 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
- Interest in learning more about key education issues and collaborative research and data

Compensation

The salary range for a full-time salaried position is \$55,000-\$80,000, depending on experience and qualifications (note that the REA salary range is \$55,000-\$65,000 and the SREA salary range is \$65,000-\$80,000). Benefits include 10 days paid time off per year, 11 paid holidays and 2 floating holidays per year, a health care stipend, matching contributions to an individual retirement account, paid professional development and job-embedded mentoring, and a paid wellness week during the last week of December.

Equal Employment Opportunity

EduDream is an equal opportunity employer, and we strongly encourage applications from women, people of color, immigrant, bilingual, and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants must be



currently eligible to work in the United States without a requirement of visa sponsorship, with no foreseeable changes in eligibility within the next 24 months.

Application Process

In lieu of a cover letter, please send brief responses to the questions below, along with your resume, to: info@edudream.org. In the email subject line, include: First and Last Name followed by "Research and Evaluation Associate." Each response should be approximately 300 words in length.

1. Why do you want to work with EduDream?
2. What experience do you have leading research and evaluation activities, such as developing research designs, data collection tools, and analysis? How have you supported projects in your previous experiences?
3. Describe your experience building and sustaining client relationships.

Applications will be reviewed on a rolling basis.