

Position Description RESEARCH AND EVALUATION ASSOCIATE

Organization Overview

Rainbow Research Inc. is pleased to announce an opportunity to join our nonprofit research and evaluation firm. For more than 40 years, Rainbow has developed a reputation in the Twin Cities and nationally for engaging in participatory, systems-oriented research and evaluation with a focus on social justice. Today, our majority BIPOC (Black, Indigenous, People of Color) staff deepen that tradition as we explore the role of research and evaluation on social justice work more broadly.

Rainbow Research is engaged in nearly 20 research, evaluation, and capacity building project in areas: domestic violence; sexual violence; human trafficking, BIPOC workforce development; health disparities; Black and Latina women business development and job creation; environmental justice; Treaty Rights; community reinvestment. We look forward to applications from people with lived experience and a professional track record in both research and evaluation, and in social justice facilitation.

Mission and Values

Mission

Rainbow Research is a transformative research, evaluation and capacity-building firm that works toward amplifying the voices of marginalized people and disrupting/dismantling oppressive systems and structures (to) contribute to a world in which all people have the freedom to thrive.

Our values

We are a learning collective of BIPOC practitioners who share and seek a practice that is guided by the following values: Safety, confidentiality, integrity, transparency, relationality, participation, justice, inclusion, transformation, democratization, intersectionality and decolonization.

The Role

Rainbow's current opening is for an experienced, well-trained **Research and Evaluation Associate** in evaluation and applied research. Research and Evaluation Associates are responsible for leading research teams and independently managing multiple projects of varying size, duration, and complexity through all phases of the work—from proposal development through final reporting.

This position will be a hybrid position requiring occasional face-to-face meetings, but day-to-day operations are remote.

Applicants need access to high-speed Internet for a cell phone and computer for this job, and capacity to travel when on-site presence is required for a project, or for full meetings of the team as they are scheduled in any calendar year. We will provide a laptop and office supplies for your home office. It is an expectation that you have a place in or near your home where you can do your work, including space for confidential meetings is a requirement.

Scope of responsibilities

Primary Duties

- Plan, design, and manage research or evaluation studies within budget and timeline
- Manage and coordinate project teams and related workflow
- Write and edit reports, articles, and other products
- Develop and implement research/evaluation tools (qualitative and quantitative, mixed method) and conduct associated analysis
- Design and conduct trainings
- Plan and facilitate large gatherings, such as Communities of Practice¹
- Prepare and deliver presentations
- Cultivate potential clients
- Develop relationships within the social justice, philanthropy, and research/ evaluation communities, including individual community-led organizations, clients, funders, and partners
- The Research and Evaluation Associate reports to Senior Research Associates

Required Qualifications

Knowledge, skills and Abilities

- Experienced project manager and ability to manage several ongoing projects
- Lived experience within Black communities, Indigenous communities, communities of color, immigrant/refugee communities, LGBTQIA, and communities of people with disabilities
- Lived experience or equivalent education in social or behavioral sciences, evaluation, education, public administration, or public health
- At least 2-5 years of professional experience in applied research and evaluation
- Experience with writing successful research and grant proposals for research and evaluation
- Skills in designing and using a range of quantitative and qualitative data collection tools, including interviews, focus groups, observations, surveys, and assessments
- Skills in quantitative, qualitative, and mixed-method data analysis and data analysis software such as NVivo, ATLAS.ti, SPSS, etc.
- The ability to work creatively with colleagues and foster innovative ideas in group contexts
- Experience working in teams of varied size and composition
- Experience with report, summary, and article writing for a diverse audience
- Experience with presenting findings to a diverse audience
- An understanding of the relationship between the above groups and research/evaluation and the implications for research/evaluation practice

Preferred Qualifications

- Awareness of or demonstrated interest in decolonizing methodologies, indigenous evaluation frameworks, feminist evaluation, culturally responsive evaluation, or systems evaluation
- Master's degree in social or behavioral sciences, evaluation, education, public administration, or public health or comparable lived and work experience

¹ A Community of Practice is a convening that brings people together who play different roles in a system or network seeking to understand, influence and foster change.

- Experience employing participatory approaches in all facets of research/evaluation, from question-framing to interpretation and dissemination of results
- Proficiency in a language beyond Standard American English is a plus—particularly in Hmong, Karen, Somali, or Spanish

Core Competencies

- Ability to work as a team member and independently
- Ability to lead a team
- Ability to manage multiple simultaneous projects
- Comfortable with the ambiguities and tensions of work in which differing viewpoints are encouraged
- Contributes to an actively cooperative and supportive workplace environment
- Supports individual and collective self-reflection, learning, and growth in the service of social justice

This is an excellent opportunity for an experienced research or evaluation professional who is energized by working collaboratively to support social justice.

Compensation includes salary plus benefits and is negotiable depending on qualifications. The Salary Range for this position is \$55,000 to \$75,000 depending on qualifications.

Visit our website to learn more about the types of projects typically conducted at Rainbow:

<http://rainbowresearch.org>.

For full consideration, please submit a letter of interest and resume by Monday, December 14th, 2022 to:

hiringmail@rainbowresearch.org

Rainbow Research

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