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BuildingChanges.org

JOB ANNOUNCEMENT

Senior Research Associate

Building Changes seeks an experienced Senior Research Associate to implement sections of Building Changes' Research and Evaluation plan. The position will focus on producing applied research and evaluation relevant for policy and practice on topics identified through collaboration with partners and Building Changes staff with the goal of improving services, supports, and outcomes for students, youth, and families experiencing homelessness.

This position will be involved in various Building Changes' projects with a focus on the housing crisis response and education systems. The goals of this body of work are to:

- Analyze data and share research on student homelessness in Washington State
- Identify strategies and develop tools for addressing the unique needs of students experiencing homelessness
- Influence policy and advocate for adequate, sustainable resources and capacity for the education and housing systems
- Hold the education and housing systems accountable to advance and adopt racially equitable and culturally responsive policies, practices, and community partnerships
- Facilitate leadership buy-in and cross-systems collaboration

This position reports to the Director of Research and Evaluation and is located at our office in Seattle, though we are currently working remotely due to COVID-19. This position may also require occasional statewide travel once safe.

About Building Changes

Vision

Communities thrive when people have safe and stable housing and can equitably access and use services.

Mission

Building Changes advances equitable responses to homelessness in Washington State, with a focus on children, youth, and families and the systems that serve them.

Racial Equity Statement

At Building Changes, we seek to hold ourselves accountable for addressing racism and discrimination. Black, Indigenous, and people of color disproportionately experience homelessness due to historical and systemic racism. We cannot address homelessness without addressing racism at its roots and the trauma it continues to perpetuate. We set universal goals to end homelessness and pursue targeted solutions to achieve these goals.

Our racial equity work does not stop there. We are committed to building an internal culture that challenges racism within our organization.

Values

Building Changes' work is grounded in these core values: Equity, People, Partnership, and Integrity.

For more information, visit BuildingChanges.org

Responsibilities will include:

- Develop and implement research, evaluation, and data analysis projects, including partner consultation, methodological design, qualitative and quantitative data collection and management, analysis, and interpretation and presentation of findings.
- Create and monitor project task timelines, including managing consultant work processes and products.
- Prepare and negotiate data sharing agreements, IRB applications, and other necessary protocols.
- Working in partnership with Building Changes' Practice Innovation, Policy/Advocacy, and Communications staff, write reports for and deliver presentations to layperson and technical audiences. Develop summary materials such as slides, briefs, fact sheets, and interactive data dashboards to share findings with communities and influence policy and practice.
- Working in partnership with Building Changes' Development staff, provide accurate and relevant research and data to support grant proposals.
- Cultivate and maintain collaborative working relationships with internal staff, project partners, and other researchers and evaluators.
- Review and stay abreast of research literature, methodological developments, and data visualization techniques.
- Summarize and distribute findings internally; provide consultation to staff on research and evaluation principles and methods.
- Represent Building Changes externally at conferences, on committees, in workgroups, and other venues.
- Help shape and refine the Building Changes' Research and Evaluation strategy.
- Other duties as assigned.

The successful candidate will have a combination of the following:

- Knowledge and experience working in the housing crisis response and/or education sectors desired.* At least five (5) years of experience working in an applied research and/or evaluation setting.
- A strong commitment to racial equity. Demonstrated experience centering equity in research and evaluation activities desired.
- Advanced knowledge of qualitative and quantitative research methods and ethical principles.
- Demonstrated skill in analyzing qualitative and quantitative data.
- Experience working in content areas focusing on underserved populations.
- Experience collecting primary data (e.g., surveys, interviews, focus groups) as well as obtaining, managing, and analyzing large administrative datasets.
- Excellent organizational and time management skills; proven ability to manage multiple, complex projects and move them forward to completion on time.
- Exceptional oral and written communication skills, including the ability to summarize complex methods and findings for technical and layperson audiences.

- Ability to work collaboratively within and across interdisciplinary teams.
- Experience blending multiple datasets and developing dashboards in Tableau is preferred.
- Expertise in statistical analysis software and/or programming languages (R, STATA, SPSS, or similar).
- Expertise in Microsoft Word, Excel, PowerPoint, and online survey products.

**Note: In our effort to conduct an inclusive search for qualified candidates, this position does not require an advanced degree. Educational attainment will be considered along with other experience.*

The salary for this position is \$75,000. This salary has been benchmarked against local market survey data at the 75th percentile of the market for organization of our size, type, and revenue. We offer excellent health, time off, retirement, and other benefits.

To apply for this position, please email **cover letter and resume** to: jobs@buildingchanges.org – **Subject: Senior Research Associate**. For more information, please visit our website at www.buildingchanges.org.

Building Changes is an Equal Opportunity Employer with a strong organizational commitment to building a diverse workforce.