



Centering communities.
Shaping systems.
Preventing homelessness.

Job Announcement - Senior Research Associate

Salary \$80,000-\$85,000

Building Changes advances equitable responses to homelessness in Washington State by partnering with communities, public systems, and service providers to improve outcomes for children, youth, young adults, and families. We use research, evaluation, policy advocacy, and systems change strategies to create lasting solutions that prevent and reduce homelessness.

Building Changes seeks a Senior Research Associate to support research, evaluation, and learning efforts across the organization. This position will contribute to the design, implementation, analysis, and communication of research and evaluation activities that advance equitable responses to homelessness in Washington State.

The ideal candidate brings experience in housing and homelessness systems, applied research methods, and data-informed decision making. They are comfortable working collaboratively with community partners, grantees, and stakeholders to generate actionable insights that strengthen programs, improve outcomes, and inform policy and systems change.

This position is part of the Measurement, Learning, and Evaluation (MLE) team and works closely with staff across Building Changes to advance organizational learning, accountability, continuous improvement, and community-centered evaluation practices. The position reports to the Director of Measurement, Learning, and Evaluation and collaborates with colleagues, grantees, and partners across Washington State.

Job Responsibilities:

What You'll Do

- Support the design and implementation of research, evaluation, and learning activities across a diverse portfolio of projects and initiatives.
- Collect, analyze, interpret, and communicate quantitative and qualitative data to inform program improvement, systems change, and policy development.
- Partner with grantees, community organizations, public agencies, and other stakeholders to support evaluation activities and strengthen data-informed policies and decision making.
- Translate findings into actionable recommendations for practitioners, policymakers, funders, and community partners.
- Develop reports, presentations, data visualizations, briefs, dashboards, and other products that communicate findings to a variety of audiences.
- Contribute to organizational learning by identifying trends, documenting lessons learned, and facilitating conversations that support continuous improvement.

- Support data collection systems, performance measurement frameworks, and evaluation tools that advance equitable and community-centered practices.
- Build and maintain strong relationships with grantees and partners, providing technical assistance and evaluation support as needed.
- Apply an equity lens to research and evaluation practices, ensuring that community voice and lived expertise are centered in learning efforts.
- Present research findings at local, statewide, and national conferences and convenings and engage with diverse audiences.

What We're Looking For

- Experience conducting applied research, program evaluation, or learning activities in housing, homelessness, education, public health, human services, or related fields.
- Strong understanding of homelessness and housing systems, particularly as they impact children, youth, young adults, and families.
- Experience working directly with community partners, grantees, and cross-sector stakeholders.
- Knowledge of qualitative and quantitative research methods, including data collection, analysis, interpretation, and reporting.
- Ability to translate complex findings into practical recommendations that inform practice, policy, and systems change.
- Strong project management, communication, and relationship-building skills.
- Commitment to equity, community-centered approaches, and continuous learning.
- The successful candidate will have a combination of the following experience:
 - Knowledge of managing datasets and overseeing data infrastructure for multiple communities. At least 3 years of experience is preferred. *
 - Experience working with communities to provide technical assistance around measurement, research, and data analysis. At least 3 years of experience is preferred. *
 - Experience conducting project evaluation. At least 3 years of experience is preferred. *
 - Familiarity with Personally Identifiable Information (PII) and other data privacy laws at a local, state, and federal level.
 - Familiarity with Homeless Management Information System (HMIS) data.
 - Experience collecting primary data (e.g., surveys, interviews, focus groups).
 - Experience with dashboard and survey software such as Tableau, FormAssembly, and SurveyMonkey.
 - Exceptional oral and written communication skills, including the ability to summarize complex methods and findings for technical and layperson audiences.
 - Excellent organizational and time management skills; proven ability to manage multiple projects and move them forward to completion on time.
 - Ability to work collaboratively within and across interdisciplinary teams.
 - Experience working in content areas focusing on underserved populations.
 - A strong commitment to racial equity.
- Other desired qualities and experience include:

- Experience in obtaining, managing, and analyzing large administrative datasets is desired.
- Experience in statistical analysis software and/or programming languages (R, STATA, SPSS, or similar) is desired.
- Knowledge and experience working in the housing crisis response and/or education and/or health sectors is desired.
- Demonstrated experience in Participatory Action Research (PAR) methods.

Building Changes welcomes candidates from across Washington State. We are a hybrid organization that values in-person connection and collaboration. For employees located in the greater King, Pierce, and Snohomish counties, regular in-office participation is expected. We are committed to supporting statewide talent and may provide flexible hybrid accommodations for candidates residing outside of these counties.

How to Apply

To apply, please submit the following materials to HR@buildingchanges.org:

- A current resume.
- A cover letter describing your interest in the position and how your experience aligns with Building Changes' mission and the qualifications for this role.
- **Optional, but encouraged:** Examples of relevant work that demonstrate your research, evaluation, data analysis, or communication skills. Examples may include:
 - Research or evaluation reports
 - Literature reviews or briefs
 - Data visualizations or dashboards
 - Publications, writing samples, or other products that reflect your analytical thinking and communication skills
 - Survey or interview tools

We recognize that some work products may be confidential or proprietary. If you're unable to share previous work, you are welcome to submit redacted materials or examples that best reflect your experience. Submission of work samples is optional and will not affect consideration for the position.

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

Racial Equity, Diversity, Inclusion, and Belonging are more than just words to Building Changes; they are practices that guide how we operate as an organization, how we do our work, and how we interact with one

another, our partners, and communities at large. We believe that to achieve our mission of advancing equitable responses to homelessness, our organization and workplace must represent people of all identities, backgrounds, experiences, abilities, and perspectives. We encourage interested candidates from diverse backgrounds to apply, even if they are not certain they meet every expectation of the role.

Values

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

For more information, visit BuildingChanges.org.