Senior Manager, Solutions
Organization: Results for America
Role: Senior Manager, Solutions
Location: Flexible

Organization Overview
Results for America (RFA) is the leading, national nonprofit organization helping policymakers at all levels of government harness the power of evidence and data to solve the world's greatest challenges. Our mission is to make investing in what works the "new normal," so that, one day, all government leaders use rigorous evidence and quality data to inform important policy and funding decisions. We believe that data-driven and evidence-based policy decisions could significantly increase the impact of the over $1 trillion that governments spend annually to advance economic mobility and racial equity.

Founded in 2012, RFA spent its first three years partnering with policy innovators to build the credibility of evidence-based policymaking, securing early and important wins in education, expanding its work to multiple levels of government and driving awareness and demand through carefully orchestrated education and communication campaigns. During its second phase (2015-2018), RFA worked to demonstrate the power of evidence-based policymaking in ways that resonate with an even broader universe of elected officials and policymakers. Now in its third phase of work, RFA intends to demonstrate that governments at all levels can make faster, more lasting progress in accelerating economic mobility for residents when they use evidence and data in decision-making. By creating specific issue-area wins, RFA will further cement support for evidence-based policymaking among all policymakers as the "new normal."

Department Overview
In 2022, RFA launched a new Impact & Learning function to lead on: a) identifying the positive impact that RFA seeks to have and the strategies necessary to achieve them, b) tracking impact metrics to guide decision-making, c) communicating the true impacts of RFA's business activities, d) aligning impact strategy with RFA's programmatic framework, and e) ensuring that purpose is demonstrated throughout RFA publicly and internally across strategy, branding and culture by embedding purpose-driven behavior into strategy and program design at RFA.

Team Overview
Within the Impact & Learning portfolio, the Solution team is responsible for: 1) identifying and highlighting successful implementation efforts of evidence-based solutions in cities and counties across the country through research, writing, and public goods dissemination; and 2) supporting cities and counties with the implementation of solutions from the Catalog and elsewhere through short and long-term technical assistance. The team does this work through two work streams: Solutions and Catalog.

Position Overview

Results for America seeks a team member who is passionate about improving government and community outcomes and has excellent project management, communication, research, and relationship-building skills. The Senior Manager, Solutions role will be critical in supporting the work of the Solutions team to:

- Improve the lives of more residents in more cities by supporting the adoption of effective interventions at the local level of government
- Achieve continuous improvement of models for spreading promising solutions across jurisdictions, and broadly share these models to inform other efforts to scale impact
- Support jurisdictions in building the muscles of identifying, adapting, and adopting effective interventions from outside the city
- Develop the capabilities to identify, elevate, and rapidly scale and evaluate the impact of promising innovations

Specifically, this role will lead the delivery of multiple Solutions Sprints, implementation support related to Healing Through Policy work, and will support the delivery of the Cities and Counties for Fine and Fee Justice cohort.

Position Reporting Relationship

The Senior Manager, Solutions will report to RFA's Director, Solutions. This position will work with the Solutions team.

Position Responsibilities

Duties for this position include, but are not limited to, the following:

1. Solutions Research & Partnership Development (20%)
- Research and contribute to the process of identifying promising interventions that address resident and government challenges,
- Support Catalog team and Equity in Government team in developing mutually reinforcing engagement amongst programming,
- Contribute to the development of a replication strategy, including the identification of key stakeholders and mechanisms necessary to spread adoption, and
- Support partner outreach efforts, relationship-building work, contract negotiations, the scope of work development, and ongoing relationship management.

2. Program Execution and Strategy (50%)
- Support the execution of Solutions programming, including but not limited to:
  - Design and launch the recruitment strategy process to target and recruit jurisdictions that may be particularly inclined toward the subject matter of given replication opportunity,
  - Develop and deliver an approach for cohort onboarding and ongoing communications,
  - Support partnerships to develop curriculum and resources, and
  - Delivery of curriculum sessions, webinars, and other convenings;

- Contribute to the development and improvement of infrastructure and tools that better support the learning and growth of teams in the programming - including but not limited to learning management platforms, collaboration tools, etc.;
- Delegate and prioritize work across the spectrum of Solutions research and partnership and execution; and
- Collaborate with the Finance team and Director to monitor and project manage all grant-related responsibilities for the Solutions team.

3. Impact Strategy, Continuous Improvement and Growth (20%)
- Lead baseline and growth progress and impact tracking - liaising with the RFA Impact team;
- Develop processes and mechanisms to collect stories of impact and progress for jurisdictions after they have completed a replication learning opportunity. This includes:
  - Producing owned media, reports, public goods, etc.
  - Developing and delivering key takeaway documents, presentations, etc. to funders and potentially interested parties
  - Delivering lessons learned, takeaways, etc. to external and internal audiences through panels, webinars, convenings, etc.
- Manage external evaluators for the Healing through Policy engagement; and
- Ongoing partner and client relationship management to sustain an active network of partners.

4. Team Management and Collaboration (10%)
- Supervise the work, performance, professional growth, and development of an Associate level team member to deliver on collective Solutions team goals;
- Coordinate and engage with other Solutions team members (Catalog, Equity in Government) to deliver on broader Solutions goals;
- Develop and manage relationships with other RFA practice areas when they intersect with Solutions teamwork (such as Federal, or workforce development); and
- Contribute to the development of the team and departmental retreats.

All RFA employees are expected to participate in the organization's diversity, equity, and inclusion (DEI) efforts.

This is a full-time, exempt position.

Position Requirements
Experience
- A Bachelor's degree is required with an additional 8 - 10 years of work experience or related graduate experience strongly preferred;
- Experience with and passionate for government innovation;
- Experience guiding at least one FTE;
- Experience managing multiple projects at once;
- Demonstrated ability to work with groups of people/stakeholders;

- Experience delegating tasks; and
- Ability to prioritize work projects.

Competencies/Skills
- Experience using Google Suite, Excel, Qualtrics, Zoom, and Salesforce preferred;
- Strong familiarity with any of the following topics: fine and fee justice, housing justice, equitable local development, community engagement, evidence-based policymaking, program/policy replication;
- Excellent presentation, analytical and verbal, and written communications skills, and Zoom facilitation skills;
- Exhibit a strong work ethic and solid organizational skills, including attention to detail, and time management;
- Experience managing and coordinating simultaneous projects with different timelines, objectives, partners, and funders and successfully prioritize multiple tasks;
- Self-starter with the ability to work independently in a very fast-paced, results-oriented workplace;
- Ability to think creatively and incorporate creative insights into product and process design;
- Financial/grant management experience a plus;
- A commitment to a collegial workplace;
- Strong commitment to the Results for America mission and vision; and
- Strong commitment to [RFA's diversity, equality, and inclusion commitments](#)

Salary and Benefits
At Results for America, all staff members currently receive a compensation package that includes: (1) a salary aligned with RFA's position level and salary bands and against similar nonprofit organizations; and (2) a suite of benefits that includes a choice of medical and/or vision and dental care, paid time off, a 403b retirement plan with employer match, and education and commuter benefits. The salary range for this position is $90,200-107,800.

How to Apply
To apply for this position, please send your cover letter and resume to recruiting@results4america.org. The subject line of your email should read "YOUR NAME – Senior Manager, Solutions".

RFA is an equal opportunity employer that values/celebrates diversity and that follows a policy of making all employment decisions and personnel actions without regard to race, color, religion, national origin, sex, age, marital status, partnership status, personal appearance, sexual orientation, gender identity or expression, genetic information, family responsibilities, matriculation, political affiliation, disability, status as a victim of domestic violence, sexual offenses or stalking, military status, veteran status or any other category protected under federal, state or local law.