Organization: Results for America
Role: Senior Manager, Federal Policy Implementation
Location: Flexible
Reports to: VP & Federal Practice Lead

Organization Overview
Founded in 2012, 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. RFA is demonstrating 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 demonstrating clear wins, we will further cement support for evidence-based policymaking among all policymakers as the "new normal."

Practice Overview - Place-based Federal Policy Collaborative

RFA has organized a "practice" at every level of government: federal, state, and local. Among numerous efforts, the Federal Practice sets a Standard of Excellence that defines how federal agencies should use data and evidence in policy, practice, grant-making, and management decisions. The team also offers technical support and coaching for federal government leaders to advance and promote best practices as defined by the Standard of Excellence and shifts government dollars to programs with evidence of effectiveness. The Federal Practice also provides policy research and analysis on and advocacy for evidence-based policy. Finally, the Federal Practice supports the State and Local proactive's efforts to enhance state and local implementation of national programs, such as the American Rescue Plan, to produce real results for residents across the country.

To further support federal policy implementation, the Federal Practice supports work with Place-Based Partnerships. To improve economic mobility across the country, communities must be able to effectively act on the funding and policy levers provided by federal, state, and local governments. Moreover, governments must understand and partner with local communities so that policies and programs address residents' most critical barriers to progress.

The Place-based Federal Policy Collaborative at RFA will achieve two ambitious aims of relevance and critical importance to RFA's broader strategy:
1. Help place-based partnerships increase their impact by offering **technical assistance and coaching** on how to access and implement federal funding to scale efforts that work.
2. Develop a model/tool **to improve federal policy-making**, by helping government leaders understand how programs are implemented in communities and impact residents, and how to change policies for bigger impact.

Position Overview
Results for America is seeking a Senior Manager of Federal Policy Implementation to lead a new and ambitious program launching this spring. The Senior Manager will contribute to the development of the strategy and manage the implementation of a new and exciting effort, working closely with the Associate Director, Federal Policy Implementation (OA), Vice President, and Federal Practice Lead. This will include understanding what support both federal government and local communities most need, contributing to the design of a program that meets those needs, and leading a team of staff and consultants to launch and run the program.

We're looking for a high-energy, driven leader to develop and implement this impactful program that will improve how governments incorporate the needs of residents into policymaking and how communities benefit from government policies.

Position Reporting Relationship
The Senior Manager, Federal Policy Implementation, will report to the Vice President and Federal Practice Lead.

Position Responsibilities
Position responsibilities will fall into five (5) core areas: program leadership and execution, direct TA and tool development, external partner management, team leadership, and organizational support. Specific responsibilities include, but are not limited to, the following:

Program Execution (30%):
With support from the AD, Federal Policy Implementation:
- Contribute to the design and implementation of the program, including by ○ Informing the strategy by researching to understand community needs and how it translates to federal funding opportunities
  - ○ Managing the implementation of each component of the program and managing the ongoing implementation,
  - ○ Helping to collect information to support the AD in maintaining an overall view of progress, challenges, and lessons learned, and
  - ○ Partnering with the AD and the VP to ensure real-time learning and continuous improvement specific to the program implementation.
- With support from the AD, develop collateral to help communities understand and leverage the federal funding and policy landscape and use this knowledge to better meet their identified goals.
- Work with the Measurement, Learning, and Evaluation Team, as well as the AD, Federal Policy Implementation to create and test a knowledge management tool for informing federal policies that can be scaled across RFA.

Direct Technical Assistance and Tool Development (30%):
- Identify federal funding that can support outcome goals, and policy changes that can be made at the federal level to improve the communities ability to effectively access and deploy the funds; and
- Provide direct technical assistance and coaching on how to access and implement federal funding to scale efforts that work.

Team Leadership and Organizational Support (25%):
- Share progress and learnings with the team and broader RFA leadership on a regular basis;
- Provide support to the Vice President and Federal Practice Lead on integrating key learnings into RFA's overall federal strategy and execution; and
- Work with the Vice President to regularly engage the funders of this work and develop a long-term strategy.

External Liaison and Partner Management (15%):
- Serve as the external liaison to governments and community organizations, understanding their needs, ensuring RFA is providing high-quality and responsive support, and sharing lessons and successes;
- Represent the program to external stakeholders including governments, philanthropy, nonprofit organizations, and academic and public sector leaders; and
- Work closely with the RFA communications team to share emerging best practices and the impact of RFA's leadership, serving as a spokesperson for RFA's involvement in this work.

Experience and Competencies
The ideal candidate will have the following qualifications, along with a strong commitment to RFA's mission and vision, including its diversity, equity, and inclusion values.

Experience:
- 8 - 10 years of work experience and a college degree;
- Experience managing multiple projects at once;
- Demonstrated ability to work with groups of people/stakeholders;
- Experience working in local, state, or federal government policymaking;
- Ability to prioritize work projects; and
- Experience supervising at least one FTE, including delegating tasks to and monitoring work completion by others.

Skills and Abilities:
- Knowledge of federal, state, or local legislative and funding processes;
- A strong understanding of evidence-based policymaking including program evaluation, data analysis, investing in evidence-based interventions, and related areas;
- Outstanding project management skills, including a strong capacity to manage and coordinate simultaneous projects and successfully prioritize multiple tasks;
- Strong people and partnership management skills, including the ability to manage and mentor teams, diffuse conflict, and participate in complex management and partnership structures;
- Strong external spokesperson, able to build enthusiasm and support for a cause/effort;
- Self-starter and leader, eager to build something new; and
- Adaptable and able to continuously identify challenges, iterate and improve an emerging program.

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 band 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, Federal Policy Implementation".

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.