**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."

Opportunity Accelerator (OA) is a signature initiative of RFA, designed to work in close partnership with state and local stakeholders to help advance economic mobility, racial equity and wellbeing for residents. The OA seeks to do this by dramatically improving the impact of government investments in a small number of jurisdictions. The OA will help communities to diagnose root causes of problems; design, implement, and evaluate policies and programs; and work closely with place-based partnerships to accelerate social and economic outcomes.

**Position Overview**
The Senior Manager, State and Federal Policy Implementation is responsible for aligning  state and federal resources in order to successfully implement economic mobility initiatives in selected local communities. This work will involve researching state and federal programs to identify ways they can support the efforts of RFA's Opportunity Accelerator to use evidence and data as key tools to bring about economic transformation in half a dozen local jurisdictions. The Senior Manager will coordinate with Results for America staff that work across levels of government to identify all applicable resources that help selected localities in a variety of human services areas, including but not limited to early childhood, K-12 education, workforce, and housing. The Senior Manager will serve as the connective tissue to apply best practices from RFA's state and federal teams to the Opportunity Accelerator project.

The Senior Manager will be chiefly responsible for designing and implementing strategies directly with local governments, community partners, and other stakeholders, to ensure that state and federal funds can be used to support equitable and evidence-based interventions and programs that advance economic mobility at the local level. This position reports to the Vice President, Federal Policy, and works closely with RFA's Opportunity Accelerator team.

## Position Reporting Relationship

This position will report to the Vice President of Federal Policy with a dotted line reporting to the Vice President and Managing Director of the Opportunity Accelerator.

## Position Responsibilities
Responsibilities include, but are not limited to the following:

**Understand the funding streams and levers that need to be affected to accomplish RFA's state and local government partners' goals (40%):**
- Identify federal and state funding streams that can be accessed or shifted to better support local and community-centered economic mobility goals
- Conduct research and analysis of state and federal policies, programs, systems, and laws

**Support/coaching for the implementation of the funds and levers (45%):**
- Coach state and local governments on how to shift and blend funds to effectively implement community-centered economic mobility initiatives
- Identify and help remove state and federal practices, policies, and systems that are impeding local progress toward community-led goals, especially those that lead to inequitable outcomes
- Provide direct technical assistance to RFA's government and community partners in policy areas including but not limited to early childhood, K-12 education, workforce, housing, and more

**Support the development of RFA's existing local, state, and federal policy agenda (15%)**

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*
- 8-10 years working with or within state or federal government; both preferable
- Experience implementing government programs, either directly or through a community level human service provider
- Experience co-designing and implementing  initiatives and solutions based on achieving

clear outcomes.

*Competencies*
- Clear understanding of state and federal funding and how these funding streams can be used to drive impact at the local government level, in particular to support education, workforce and economic mobility projects
- Strong understanding of how decisions are made in state and local governments and the  factors that influence those decisions, including the government budgeting processes and the role of evidence  in fiscal decision-making
- Robust knowledge of policies and programs that dismantle structural barriers to equity and opportunity
- Well developed analytical skills with an ability to synthesize concepts into concise, concrete, and actionable training materials
- Excellent organizational skills and attention to detail, with the ability to establish and implement systems to ensure the successful completion of projects;
- Understanding of and ability to effectively implement government focused policy initiatives
- Ability to think proactively, take initiative, and see tasks through to completion with appropriate follow-up
- Excellent written and verbal communication skills
- Advanced skills in Powerpoint, Excel, and Word; familiarity with Google Suite; ability to use Salesforce and Tableau (preferred)

## 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.

## 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, State and Federal Policy Implementation, OA".

*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.*