



**Organization:** Results for America

**Role:** Vice President and State Practice Lead

**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.

### **Position Overview**

RFA Vice Presidents / Practice Leads are the individuals most accountable for ensuring that RFA makes progress in all impact focus areas (policy, practice, dollars shifted, access and outcomes) and across all levels of government (federal/state/local) government. The Vice President / State Practice Lead is responsible for spearheading and supervising various programs and projects, ensuring efficiency and smooth workflow within RFA's state team. As a practice leader, you must identify program/project needs and participate in setting goals and objectives.

### **Position Reporting Relationship**

The Vice President / State Practice Lead reports to RFA's Co-Founder and COO, David Medina.

## **Position Responsibilities**

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

### *Impact Focus [30%]*

- Draw on a wide range of data and intelligence to understand whether RFA's work with state governments is on track to have the desired impact in terms of "dollars spent and lives improved". Work with cross-functional team to continuously improve RFA programs based on the learning
- Coordinate planning and progress monitoring across RFA's state practice, including the contribution of RFA's cross-cutting programmatic functions and operations/administration functions to our state work
- Identify and test innovations that will accelerate progress on RFA impact at the state government level
- Account to the CEO for state-level progress towards delivering "dollars shifted and lives improved" at regular (at least quarterly) stocktake meetings
- Identify and leverage opportunities to join-up RFA's support for governments at the federal, state and local levels so as to maximise our impact on outcomes
- Partner with fellow practice leads and with the Executive Team to support the scale and spread of policies, processes and practices that are promising or that are proven to work

### *Cross-Functional Team Management [25%]*

- Oversee the work of RFA's state practice including State Standard of Excellence team and any future state practice teams;
- Lead and manage cross-functional team that will deliver results, including:
  - Expanding value, credibility and reach of RFA's State Standard of Excellence
  - Building state data/evidence capacity and shift public dollars through advocacy, TA, sprints, and cohorts
  - Celebrating, motivating and providing credibility to state government leaders and data/evidence solutions
- Identify opportunities for scale and spread of policies, practices and processes that are promising or proven to work. Work with cross-functional team to prioritize which ideas are scaled and spread.
- Identify and test opportunities for innovation that will increase Results for America's impact

### *External Relationship Management [25 %]*

- Ensure that each relationship RFA has with a state government is assigned a single owner. Oversee the effective management of these relationships
- Collaborate with the Strategic Partnerships team to continue to raise funds for current and new priority work, and ensure the effective management of relevant funder relationships
- Represent RFA in high-level meetings with senior figures from governments, funders and other partners, and be a spokesperson for RFA at sector conferences and in the media

### *Trouble-shooting/Problem Solving [10%]*

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

This is a full-time, exempt position.

### **Qualifications and Skills**

#### *Experience*

- Strong commitment to the Results for America mission and vision;
- Strong commitment to RFA's diversity, equality, and inclusion commitments;
- A minimum of 15 years of overall work experience, with a strong preference for at least 8-10 years working directly in and/or partnering closely with state government agencies, offices or partners;
- Thorough understanding of data/evidence-based government at the state-level, and ability to establish strong relationships with senior government stakeholders, funders and partners;
- Dynamic experience as the public face of a project, program or department strongly preferred, including with public presentations, panel participation/leadership, op-eds, etc.; and
- Strong track record of leading teams and identifying and building the skills necessary to deliver impact.

#### *Capabilities*

- **Accountability:** Demonstrates an "owner mindset" – acts like the buck stops with them;
- **Effective Manager:** Leads collaboratively and coordinates across silos, exercising influence even where they do not have direct authority;
- **Problem-solves creatively** and does whatever it takes to deliver impact on "dollars spent and lives improved" – rather than just checking the box; and
- **Impact:** Proven analysis, planning and strategic thinking skills, successfully applied in the past to drive progress on a complex strategy or goal.

### **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](mailto:recruiting@results4america.org). The subject line of your email should read "YOUR NAME – Practice Lead".

*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.*