



Organization: Results for America

Role: Senior Manager, Local Practice

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

RFA has organized a "practice" at every level of government: federal, state, and local. As part of its Local Practice, RFA has committed to supporting tribal, local, and state governments to make the most of the historic opportunity presented by the recovery investments from the American Rescue Plan (ARP) and Infrastructure Investment and Jobs Act (IIJA). Through this work, RFA will encourage these governments to leverage recovery dollars to make investments in evidence-based approaches and deliver measurable, equitable access to opportunities and positive outcomes for their residents.

As part of this initiative, RFA has launched the [Good Jobs and Equity Project](#), a three-year cohort for local and state government leaders who have authority over federal recovery funds and are looking to use those dollars to help develop higher-quality jobs within their communities.

RFA will be supporting these leaders in developing and implementing policies and programs to most effectively use current and future federal funding streams in ways that improve job quality using evidence and improved procurement practices.

Position Overview

The Senior Manager will be a dedicated member of RFA's Local Practice. In the first three years, they will begin by supporting the execution of the RFA's Good Jobs & Equity Project through the facilitation of a peer learning community with educational and training opportunities, and impact tracking and reporting. As of 2026, they will remain as part of the local practice beginning in 2026 and support/direct on priority initiatives to be determined at that time.

Results for America is seeking a team member who works well in a collaborative, cross-cutting team environment, proactively seeks out new challenges, and is passionate about strengthening governments' ability to promote high-quality jobs and equity for all residents.

Position Reporting Relationship

The Senior Manager will report to the Director, Local Practice.

Position Responsibilities

The responsibilities of the Senior Manager are grounded in three core areas: programming development and facilitation, impact and communications, and administration. Specific responsibilities include but are not limited to the following:

Programming Development and Facilitation (75%)

- Collaborate across the Good Jobs & Equity initiative to implement the overall delivery of support to local and state teams, including project management, coordination of coaching, and helping ensure teams and the project stay on track;
- Develop and facilitate monthly programming for approximately 10-12 local and state teams in order to deepen knowledge and build capacity to improve job quality in each community;
- Oversee the design and execution of Job Quality bi-annual cohort convenings and potential workforce cross-cohort convenings;
- Identify and leverage partner organizations to provide training and technical support as needed to supplement RFA's expertise;
- Coordinate across other RFA workstreams to increase impact and cross-functional learning opportunities; and
- Proactively coordinate follow-up items across the cohort, such as opportunities for collaboration or capacity building.

Impact and Communications (15%)

- In partnership with the Director, Local Practice, and Director, Workforce Development, coordinate initiative efforts to provide updates on Job Quality Cohort status, progress, and impact across RFA and to external stakeholders;

- Support the sharing of emerging best practices, including through the development and execution of blog posts, strategic communications, and public goods; and
- Support the development and ongoing tracking of the cohort's impact metrics and reporting.

Administration (10%)

- Add capacity and project management support across the Job Quality Cohort as needed; and
- Manage procurement and expense tracking related to the Job Quality Cohort.

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

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, equality, and inclusion values.

Experience:

- Bachelor's degree and at least 8 - 10 years of relevant experience required;
- Experience working in government, research or policy organizations/think tanks, advocacy, and/or other mission-driven nonprofits strongly preferred;
- Experience working with or in the public workforce system or improving job quality; and
- Demonstrated experience navigating ambiguity, and developing processes from the ground up as part of previous roles.

Competencies:

- Skilled facilitator, who is able to lead engaging group discussions and make progress on shared goals, including in a virtual environment;
- Strong project management skills, including the capacity to manage and coordinate simultaneous projects and successfully prioritize among multiple tasks;
- Advanced skills in Google Suite, Excel, and Word;
- Strong Powerpoint skills, including the ability to produce audience-specific presentation materials with excellence and ease;
- Familiarity with program management software, such as Asana, preferred;
- Excellent organizational skills and attention to detail, with the ability to establish and implement processes to achieve goals;
- Excellent written, verbal, and interpersonal skills;
- Flexibility and adaptability to shifting circumstances;
- Willingness to pitch in and be entrepreneurial in developing and building out new projects; and
- Good humor and collegiality are a must.

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; (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 \$82,000 - \$98,000.

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, Local Practice."

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.