

Organization: Results for America
Role: Director, Workforce Development
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."

Program/Department Overview

Workforce development is one of Results for America's core issue areas, and the team's work stretches across every level of government at which RFA operates: local, state, and federal. In September 2019, RFA launched the Evidence in Workforce Lab (Work Lab) featuring our [State and Local Workforce Fellowship](#) to help government leaders drive workforce dollars toward evidence-based, results-driven workforce strategies that can help more communities and individuals thrive. Our second cohort of fellows was launched in May 2021 and is focusing on leveraging evidence through procurements, improving job quality and equity, and building evidence of what works in workforce development.

As the State and Local Workforce Fellowship expands to multiple concurrent cohorts, RFA is focused on providing more specialized supports for our fellows. The newest iteration of the Fellowship is expected to include projects focusing on job quality and equity, procurement reform, building evidence and data, and developing a culture of learning that adopts evidence and data within its day-to-day work.

Federal level policy is another component of the workforce program's portfolio, surfacing challenges and solutions at the state and local levels to inform policy and legislation at the federal level to support the development of an equitable and evidence-based public workforce system.

Position Overview

The Director for Workforce Development will be critical in leading our [State and Local Workforce Fellowship](#) and developing related policy recommendations and multi-media content. RFA is seeking a strong leader who is passionate about improving government to achieve equitable workforce outcomes and who has deep expertise in the public workforce system. The Director will lead the direct coaching, TA, and project implementation of the Fellowship, in partnership with two team members who will focus on program development and project management.

The Director also will support the development of federal, state, and local policy recommendations in partnership with the Vice President of Workforce Development.

Position Reporting Relationship

The Director for Workforce Development will report to RFA's Vice President of Workforce Development.

Position Responsibilities

The responsibilities of the Director for Workforce Development include, but are not limited to:

Coaching, TA, and project implementation related to State and Local Workforce Fellowship initiatives (70%)

Lead the development and management of the State and Local Workforce Fellowship including:

- Provide direct coaching and share subject matter expertise with fellows to support execution of action plans;
- Establish goals and performance metrics for each cohort; and
- Develop tools and facilitate training and peer learning sessions related to cohort learning agendas.

Research and content development (25%)

- Develop workforce policy recommendations at the local, state, and federal level; and
- Author and contribute to multi-media resources to support the cohort and scale successful strategies to new jurisdictions (eg. blog articles, social media, video recordings, conference presentations, research projects, and policy briefs).

Special projects (5%)

- Support the development of grant proposals and funder materials in partnership with the VP, Workforce Development, and VP, Strategic Partnerships; and
- Lead special projects for the workforce team, as requested by the VP, Workforce Development.

Some travel required (approximately 10%, less if living in the Washington DC area). This is a full-time, exempt position.

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, equity, and inclusion values.

Experience:

- Bachelor's degree and at least 12 years of work experience required;
- Experience working with the public workforce system strongly preferred;
- Experience working or being in community with populations that are wrestling with chronic issues around economic mobility; and
- Experience leveraging procurement and grant-making reform to improve outcomes preferred.

Competencies:

- Clear understanding analysis of the inherent connection between job quality and equity and the related structural challenges present in the workforce system;
- Strong management skills, including relationship management, mentoring, organization, delegation, decision-making, and leadership;
- Skilled facilitator, able to lead engaging group discussions and make progress on shared goals, including in a virtual environment;
- Robust project management skills, including the capacity to manage and coordinate simultaneous projects and successfully prioritize among multiple tasks. Familiarity with project management software, such as Asana, preferred;
- Strong presentation skills, including the ability to produce audience-specific presentation materials with excellence and ease;
- Strong skills in Google Suite, Powerpoint, Excel, and Word;
- Excellent written, verbal, and interpersonal skills;
- Learning mindset and ability to give and receive compassionate, constructive feedback;
- Flexibility and adaptability to shifting circumstances; and
- Open and honest communicator.

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 \$126,000-\$164,000.

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 – Director for Workforce Development".

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.