

Organization: Results for America

Role: Director, Opportunity Accelerator (Implementation)

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."

Initiative Overview

[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 well-being for residents. The OA supports RFA's theory of change by building the public sector's capacity to understand and advance key community priorities, by leveraging data and evidence, and by authentically engaging and collaborating with community partners. 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

In partnership with the Executive Director of OA, the Director is responsible for overseeing the effective management, engagement, and delivery of technical assistance and support in five jurisdictions, demonstrating improvements on interim indicators of capacity building that link to longer-term equitable population-level outcomes and initial progress on outcomes in identified project areas. The Director will be responsible for leading the strategy and delivery of support and technical assistance delivered by OA Project Teams, which is made of colleagues from across the 5 national partners, and for ensuring the efficacy of the OA vision, values, and operating model. The Director will also be responsible for the execution of RFA's technical assistance in identifying, allocating, and shifting public funding to more equitable and evidence-based solutions.

RFA is seeking an experienced leader with government, client management, and program implementation experience who will work across the OA partnership to build and scale the initiative, focused on helping governments become a more effective and responsible actor in a larger ecosystem working to advance the well-being of individuals by advancing economic mobility and racial equity.

Position Reporting Relationship

The Director, Opportunity Accelerator will report to the Executive Director of the Opportunity Accelerator.

Position Responsibilities

The responsibilities of the Director, Opportunity Accelerator are grounded in five core areas: jurisdictional management and RFA technical assistance implementation, initiative-wide strategy development, OA and External Partnerships, internal RFA coordination, and impact tracking. Specific responsibilities include but are not limited to the following:

Jurisdictional management and RFA technical assistance implementation (60%)

- Ensure the development and delivery of scopes of work as it relates to technical assistance and other support to government partners aligned with the OA's values, theory of change, and service delivery model around:
 - Anchoring our work in wellbeing - aiming to strengthen families, communities, and individual well-being for positive life outcomes.
 - Working towards structural wellbeing, the OA aims to improve economic mobility and racial equity by partnering with the government to identify an equitable population-level outcome.
 - Seeking equitable outcomes at scale by focusing on public sector systems and shifting the conditions that hold complex problems and impediments in place - identifying and dismantling racist structures, building data capacity, establishing structures to support collaboration, and more.
- In collaboration with RFA's federal and state teams, oversee the implementation and delivery of RFA's technical assistance in 5 jurisdictions around strategizing to shift government funds and resources to equitable population-level outcomes and "what works";
- Support progress of our government clients and community partners along a critical path of program milestones and deliverables—thinking logically to sequence and plan the delivery of technical assistance strategy with pace, optimism, and urgency;
- Build trust-based relationships and partnerships with government clients, community partners, and external stakeholders to deliver shared goals;
- Proactively manage timelines, community budgets and resources, staff capacity, and deliverables; actively problem solve and resolve challenges arising as OA delivers technical assistance to government clients and community partners;
- Help foster and facilitate a long-term partnership and technical assistant strategy where every team member/partner org feels they are contributing to long-term impact – holding everything together across the partners, governments stakeholders, and CBOs; and
- With the Executive Director of OA, develop and manage processes for reporting community updates and technical assistance progress, with a lens to understanding impact, challenges, and examples of best practices from jurisdictions.

OA and External Partnerships (10%)

- In partnership with the OA Executive Director, support the implementation and monitoring of strengthening the overall health of the partnership, fostering an inclusive and collaborative environment, and centering five organizations on the OA's shared vision, mission, and theory of change; and
- In collaboration with the Associate Director of OA Partnerships, support and advise the content development and facilitation of critical meetings.

Internal Coordination and Team Management (20%)

- Ensure RFA's OA team is working in seamless alignment toward RFA's shared goals;
- Support the development of key initiative-wide strategies in collaboration with RFA's CEO and OA Executive Director;
- Manage a team, including at least a Manager and Associate Director, who supports the execution of technical assistance and coaching in jurisdictions; and
- Collaboration with RFA's strategic communications team in order to share emerging best practices and the impact of the Opportunity Accelerator initiative.

Impact Tracking (10%)

- Work with Executive Director, Associate Director of OA Partnerships, and MEL to establish and implement program impact metrics and mechanisms for tracking, including those that may require partner reporting;
- Construct indicators of capacity building that lead to equitable population-level outcomes, and ensure learnings from the support in jurisdictions are informing the overall strategy, scale model, and learning agenda; and
- Track progress on key milestones to support funder management and reporting.

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

This is a full-time, exempt position.

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 relevant experience, with a strong preference for candidates with experience working in government and/or complex partnerships;
- Demonstrated experience navigating complex stakeholder relationships and establishing buy-in as part of previous roles;
- Experience co-designing and implementing initiatives and solutions based on achieving clear outcomes;
- Experience in government service delivery, equitable budgeting practices, performance management, impact tracking, and program design is preferred; and
- Direct experience in building and managing diverse, multidisciplinary teams and coordinating deliverables across multiple verticals.

Competencies:

- A thorough 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 diffuse conflict and participate in complex management and reporting structures;
- Excellent organizational skills and attention to detail, with the ability to establish and implement systems to achieve goals;
- Excellent written and verbal communication skills, ability to produce clear, concise, and compelling narratives through a combination of expert prose, use of data, graphics, and exceptional engaging storytelling; Flexibility and adaptability to shifting circumstances; and
- Proficiency in Spanish preferred/strongly 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. The salary range 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, Opportunity Accelerator (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.