

**Organization:** Results for America

**Role:** Senior Manager, Rapid Response Unit

**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**

RFA is building a new Rapid Response Unit (RRU) to contribute to and advance the organization's ability to meet its strategic goals. The RRU will work on a shifting portfolio of time-limited, high priority projects determined to be critical to RFA's success in its core impact areas. Functioning as a nimble group of internal consultants, members of the RRU team members will:

1. Embed in RFA's existing program teams (part-time or full-time) to diagnose and solve pressing problems and crises and/or to develop new opportunities adjacent to existing programs.
2. Incubate new areas of work that sync with RFA's overall strategy and commitment to impact, but that do not have an immediate home and responsible team within the organization.

### **Position Overview**

The Senior Manager will be a dedicated member of RFA's emerging Rapid Response Unit. They will begin by supporting the Director in refining the design and implementation of the core processes that underlie the RRU's work. Ultimately, the Senior Manager will provide support across the full project pipeline, as well as lead on significant projects.

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 maximizing RFA's impact.

### **Position Reporting Relationship**

The Senior Manager, Rapid Response Unit will report to the Director, Rapid Response Unit.

### **Position Responsibilities**

During the first year, the responsibilities of the Senior Manager, Rapid Response Unit, include, but are not limited to:

Project advisory support and management (60%)

- Provide strategic direction and advice on all RRU internal consulting projects, including timely feedback on active projects and coverage of other team roles as needed;
- Lead major projects; and
- Update the Director on key project milestones, and involve the director in project work when necessary.

Team management (25%)

- Support Associate in day-to-day activities and long-term skill development;
- Build a strong team culture, capabilities and operating model to meet internal client needs; and
- Co-develop a clear career path for RRU staff, including identifying professional development opportunities.

Supporting the design and implementation of the RRU operating model (15%)

- With the Director, refine the strategy for the RRU and ensure that RRU strategy aligns with RFA's overall theory of change and contributes to broader organizational impact; and
- Identify the optimal RRU team structure and processes required to execute on projects.

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:

Experience:

- Bachelor's degree and 8-10 years of relevant experience required working in a

management-level role in a nonprofit, public agency or similar; previous management consulting experiences highly desirable;

- Demonstrated experience contributing to and leading the management of a cross-organization project pipeline, including prioritizing among multiple projects and delegating work where possible; and
- Demonstrated experience navigating ambiguity, and developing processes from the ground up.

**Skills:**

- Strategic thinking, including identifying and implementing new areas of work;
- Facilitation of decision-making and synthesis of ideas;
- Rapid analysis and problem-solving;
- Excellent oral, written communication and presentation skills, including the ability to analyze and report out on new information quickly;
- Strong interpersonal skills, with a unique ability to build and manage supportive relationships across an organization; and
- Strong technical skills, including data analysis and advanced proficiency with excel and powerpoint

**Competencies:**

- Understands the big picture and helps teams stay focused on impacting “dollars spent and lives changed”;
- Adapts quickly to new topics, contexts and challenges;
- Manages time effectively and can balance more than one project at once;
- Builds and maintains strong internal and external relationships;
- Strong commitment to the Results for America mission and vision, and a drive to always bring the conversation back to RFA’s ultimate goal of lives changed and dollars shifted; and
- Strong commitment to RFA’s diversity, equality, and inclusion commitments.

**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 \$90,200 - 107,800.

**How to Apply**

To apply for this position, please send a resume and a cover letter of no more than one page that describes how your experience demonstrates the skills outlined in the job description to [recruiting@results4america.org](mailto:recruiting@results4america.org). The subject line of your email should read “YOUR NAME –

Senior Manager, RRU”.

*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. 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.*