

Organization: Results for America

Role: Senior Manager, Solutions

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, RFA worked to demonstrate the power of evidence-based policymaking in ways that resonate with an even broader universe of elected officials and policymakers. In its current 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

In September 2021, RFA combined two initiatives – our Economic Mobility Catalog and Solutions Accelerator – that help government decision-makers replicate solutions that have worked for governments elsewhere under one department. The Solutions team is responsible for: 1) identifying and highlighting successful implementation efforts of evidence-based solutions by local governments across the country through research, writing, and public goods dissemination, and 2) supporting cities and counties with the implementation of solutions from the Catalog and elsewhere through short- and long-term cohort learning opportunities.

Starting this year, given the demand by local governments, we will further define and broaden the support that is needed for government decision-makers to learn about, implement and sustain solutions that have worked elsewhere to build evidence and data capacity, and accelerate progress on key economic mobility outcomes.

Position Overview

The Senior Manager, Solutions will play an essential role in team integration and cohesion, facilitating internal coordination, supporting the department's Vice President on high priority projects, and ensuring effective organizational planning and execution for a rapidly growing team and portfolio of work. The Senior Manager, Solutions will also at times contribute to a range of other activities associated with Solutions team programming, including working on

discrete components of various new or ongoing programs and contributing to the supervision and support of more junior team members.

RFA is seeking a team member who is passionate about distilling ideas into concrete projects, mapping projects into plans, building systems that enable project teams to work more efficiently together, and working closely with different partners across a variety of projects. The team member should bring a balance of detail orientation and strategic thinking skills, with an understanding that people and relationships are the key to good work and good teams.

Position Reporting Relationship

The Senior Manager, Solutions will report to the Vice President, Solutions.

Position Responsibilities

The responsibilities of the Senior Manager, Solutions include, but are not limited to:

Facilitating Team-Wide Planning, Workflow, and Coordination (50%)

- Develop and manage the rhythm, format, and agendas for small group and full team meetings (virtual) and gatherings (in person)
- Establish and maintain the regular use of planning tools and templates that can be used across team projects
- Create and manage internal processes that improve learning loops, clarity, and progress towards goals
- Work with team leads to ensure each group has detailed work plans that are being used to meet programmatic goals and are aligned to the organization's strategic priorities and goals
- Maintain a high-level awareness of ongoing work throughout the organization and serve to build connections across different streams of work
- Work directly with the Vice President, Solutions to ensure team's collective understanding of joint goals and workflow
- Regularly provide insight to the Vice President, Solutions to help set and shape overall team strategy and priorities

Providing Direct Program Support (30%)

- Work with team leads and the Vice President, Solutions to regularly collect and track outcomes data and connect it to the organization's top line goals
- Work directly with the Economic Mobility Catalog and Solutions Accelerator teams to support the development of new projects or partnerships
- As appropriate and as capacity allows, work directly on discrete, time-bound programmatic efforts such as conducting due diligence and research on various economic mobility solutions or conducting follow up evaluation activities with government partners, in coordination with the relevant program teams

Managing Special Projects (20%)

- Support the Vice President, Solutions on the development pipeline for Solutions work, inclusive of coordinating and contributing to the drafting of grant proposals
- Support the Vice President, Solutions on Solutions team's annual planning and budgeting efforts
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- Manage the Solutions team's interactions and planning with RFA's functional teams, including the communications and impact teams
- Represent and serve as the project lead for the Solutions team in organization-wide priorities such as the Salesforce migration process
- Actively participate in cross-team efforts with the goal of supporting the broader alignment of our work across the organization
- Lead the coordination and planning of other special projects when needed and as appropriate

This is a full-time, exempt position.

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

Qualifications and Skills

Experience

- Bachelor's degree and at least 8-10 years of work experience required;
- Demonstrated track record of managing multiple, complex projects and successfully achieving program goals;
- Experience supporting at least one FTE; and
- Experience using Salesforce, Tableau, Google Suite, MS Office, Word, Excel, PowerPoint and strong knowledge of database management with the ability to construct and produce reports.

Competencies

- Strong commitment to the RFA's mission and vision;
- Strong commitment to RFA's diversity, equality, and inclusion commitments;
- Skilled facilitator, able to lead engaging group discussions and make progress on shared goals, including in a virtual environment;
- Outstanding project management skills, including strong capacity to manage and coordinate simultaneous projects and successfully prioritize among multiple tasks;
- Able to work effectively across a virtual and in-person team, and with both government partners and a diverse range of external partners across the country;
- Able to write clearly and concisely;
- Able to distill complex ideas and circumstances into clear, manageable parts;
- Strong attention to detail and organizational capabilities;
- Open and honest communicator; and
- Learning mindset, curiosity, and the ability to give and receive compassionate, constructive feedback.

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 your cover letter and resume to recruiting@results4america.org. The subject line of your email should read "YOUR NAME – Senior Manager, Solutions".

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.