

Organization: Results for America
Role: Associate Director, 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 \$1T 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 department 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 Reporting Relationship

The Associate Director, Solutions reports to the Director, Solutions.

Position Overview

This role will be critical in driving the development and management of the Solutions Accelerator team within the Solutions Department and focus heavily on program implementation, with the goal of accelerating the adoption of evidence-based programs, policies, and practices that have demonstrated success in helping local government advance economic mobility outcomes. In particular, this position will

be the go-to expert in supporting online adult learning to design and deliver Solutions Sprints and other online learning opportunities to teams of local government and community organization partners.

We are seeking a team member and leader with significant adult learning expertise, ideally in virtual settings, who is action-oriented, takes initiative, has excellent project management, communication, and relationship-building skills, and is passionate about improving economic mobility outcomes and opportunities in communities across the country. This person should have some familiarity and experience with how local governments work and will need to be comfortable supporting a variety of policy and program areas. Specifically, this role will lead the delivery of multiple [Solutions Sprints](#) and work with department leadership to extend the reach of Solutions Sprints across RFA.

Position Responsibilities

The responsibilities of the Associate Director, Solutions are grounded in three core areas: (1) adult learning design and execution, (2) Solutions research, partner development, and due diligence, and (3) continuous improvement and impact tracking. Specific responsibilities include but are not limited to the following:

Learning Design and Execution (50%)

- Design and create interactive online learning solutions through the use of instructional design theories that target learning objectives and improve performance;
- Formulate learning curriculum strategies, and plan, design, and develop training materials for multiple projects across different issues areas such as housing justice, guaranteed income, or fines and fees reform, among other policy areas;
- Produce highly engaging and interactive online and in-person learning opportunities;
- Monitor, analyze, and summarize evaluation and performance data to ensure the efficacy of learning approaches and make recommendations for revisions of learning interventions;
- Research, develop relationships, and manage external subject matter expert contributions to content development and review, inclusive of collaborating with RFA's internal subject matter experts to ensure work leverages and helps translate data, evidence, and best practices;
- Implement, administer, and evaluate day-to-day activities of online education programs;
- Provide direction, coaching, and guidance to support professional development and capacity building of team members in learning design and delivery, and contribute to the training and cohort learning opportunity development at RFA; and
- Prepare and deliver the successful facilitation of online learning opportunities and continuously gather stakeholder feedback on such programs and make adjustments accordingly.

Solutions Research, Partner Development & Due Diligence (35%)

- Conduct the necessary due diligence and research activities to identify and recommend evidence-based strategies, programs, and interventions that are promising for replication or Solutions Sprint programming;
- Build a pipeline of Solutions Sprints, Sprint partners, and create a programming schedule;

- Develop replication strategies, including the identification of key stakeholders and mechanisms necessary to support the implementation of key economic mobility solutions;
- Partner with RFA colleagues and other departments to develop mutually reinforcing programming, processes, and partnerships;
- Identify and cultivate relationships with leading organizations and experts in a variety of economic mobility issue areas; and
- Manage contract negotiations and scope of work development with partners as needed.

Continuous Improvement and Impact Tracking (15%)

- Develop processes and mechanisms to collect stories of impact and progress for jurisdictions after they have participated in our programming;
- With RFA's Impact team's support, lead progress and impact tracking efforts, including monitoring and tracking leading indicators and data for Solutions programming that contribute to department and organizational goals;
- Prepare and deliver presentations to internal and external audiences, including RFA's senior leadership, about programming outcomes and lessons learned; and
- Contribute to the development and improvement of infrastructure and tools that support RFA's organizational learning agenda.

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:

- A Bachelor's degree and at least 10 years of relevant work experience;
- Experience supervising at least one FTE;
- Significant experience working with local governments and familiarity with economic mobility and/or government innovation approaches;
- Significant experience working in adult learning principles, educational design, and online learning facilitation, and ability to apply them to learning opportunities;
- Demonstrated track record of successful project completion and results from production even in ambiguous environments, taking initiative to solve problems, and cultivating strong, mutually beneficial partnerships;
- Experience setting and driving toward the accomplishment of multiple team goals;
- Demonstrated track record of successfully making critical decisions;
- Demonstrated ability to manage cross-team / cross-department initiatives; and
- Experience successfully managing relationships with key internal and external stakeholders.

Competencies:

- Understanding of the types of challenges local governments typically face, either through direct experience working in government or in organizations that collaborate closely with governments;
- Ability to effectively assign tasks, responsibility, and authority to others as appropriate;
- Skilled in conducting user research and translating results into actionable insights;
- Expertise in applying adult learning principles, agile methods, learning technology, and program management skills together in the design, development, and maintenance of learning solutions;
- Demonstrated experience applying equity-centered design frameworks to projects;
- Demonstrated ability in working with people from diverse backgrounds and a commitment to engaging with a wide range of stakeholders, subject-matter experts, and partners;
- Demonstrated sensitivity to and understanding of the diverse socioeconomic, cultural, ethnic, and disability backgrounds of stakeholders, or has specialized training around implicit bias, anti-bias programming, diversity, equity, and inclusion, or related areas;
- Strong skills in Google Suite, Zoom, Qualtrics, and Salesforce and comfort with facilitation and collaboration tools.

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 \$107,800 - \$138,600.

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 – Associate Director, 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.