

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 \$2T 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."

Starting in 2024, RFA, in partnership with a major national funder, is embarking on a large-scale, multi-year effort in support of local government decision leaders, focused on building the value of public goods and resources that better enable these decision makers to increase economic mobility in their communities. As a part of this effort, RFA will establish a public goods community of practice (COP) that will bring together multiple national network partners and resource creators to improve the creation and delivery of public goods to advance economic mobility. Through this project, RFA and its partners will help ensure that local government leaders can access the high-quality, user-centered resources they need to expand economic opportunity and achieve more equitable outcomes for their residents.

Department Overview

The Impact Team works closely with RFA practice leads, program leads, and operational staff to lead an ambitious enterprise-wide Learning Agenda, and develops and implements the appropriate systems, tools and processes to answer learning agenda questions. This team is responsible for ensuring RFA is advancing its theory of change and provides opportunities for data informed decision-making to ensure RFA is meeting its strategic priorities and overall impact.

Position Reporting Relationship

This position will report to RFA's Director of Measurement, Evaluation and Learning (MEL), working closely with the leadership of the COP Implementation Team.

Position Overview

Results for America is seeking an early-career monitoring and evaluation (M&E) professional to manage the M&E agenda for RFA's COP. This role will help build and implement the COP's M&E framework in close collaboration with the COP's external evaluator, including its necessary tools and processes. The role will also support the overall reporting of COP programming to internal and external audiences, and provide a link to RFA's broader MEL agenda in order to share COP learnings with RFA's broader programming and initiatives. This position should specialize in impact tracking to ensure the COP is delivering on network and initiative goals.

Position Responsibilities

Measurement & Evaluation: (60%)

- Establish and manage relationship with COP External Evaluator in order to ensure smooth collaboration between External Evaluator and COP MEL workstreams;
- In partnership with the COP Implementation Team, other RFA program leads, and external partners, develop and manage an initiative-wide M&E implementation plan, including surveying, data collection and reporting timelines and the necessary actions to meet COP M&E goals;
- Work with RFA program leads and COP partners to put in place data collection strategies (as guided by the COP M&E Plan), including supporting the development of any necessary data collection tools and strategies;
- Manage the COP's data entry and infrastructure under the guidelines established by the Director of Technology Information Systems;
- In collaboration with COP partners, including the COP External Evaluator, manage survey development and administration for all COP programming and partner supports, including towards the COP's external evaluation and working with COP partners to implement surveys via their networks; and
- Oversee the COP's data quality efforts, ensuring all data is high-quality and timely.

Learning: (20%)

- In collaboration with the COP Implementation Team and other RFA program leads, identify, analyze, and interpret trends or patterns in data for facilitated COP-wide discussion;
- Share learnings from COP evaluation activities with RFA to inform RFA's broader learning agenda and program design and implementation;
- Generate data visualizations and written material to communicate findings appropriate for a variety of technical and non-technical audiences;
- Support the COP Implementation Team in the implementation of any learning opportunities, as needed; and
- Attend monthly, quarterly and annual COP partner and network meetings.

Administration: (20%)

- In collaboration with the COP Program Team, develop and manage COP-wide data sharing agreements with all COP partners;
- Manage the COP's data use, ensuring quality data input from COP partners and alignment with RFA's Salesforce;
- In close partnership with the Director of MEL and RFA's Development & Fundraising team, project manage all funder impact deliverables including but not limited to quarterly reports, bi-annual and annual reports; and
- Provide general capacity support to RFA's Sr. Manager of Measurement and Data and other RFA Program leaders as needed.

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 6-8 years of relevant work experience;
- Significant experience working with local governments and familiarity with economic mobility and/or government innovation approaches;
- 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 ability to manage cross-team / cross-department initiatives; and
- Experience successfully managing relationships with key internal and external stakeholders.

Competencies:

- Strong project management and organizational skills including strong capacity to manage and coordinate simultaneous projects and successfully prioritize among multiple tasks;
- Demonstrated skill in Salesforce, Google Suite, MS Office, Word, Excel, PowerPoint;
- Knowledge of social media and marketing M&E a plus;
- Prior experience with database management with the ability to construct and produce reports and data visualization tools;
- Exhibit a strong work ethic, time management skills, and attention to detail;
- Excellent written and interpersonal skills;
- Ability to think creatively and incorporate creative insights into product and process design;
- Strong commitment to the Results for America mission and vision; 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; (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 \$79,200 - \$90,200.

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 – Manager, Measurement, Evaluation & Learning"

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.