

Research Associate: Workforce Development & Human Service Division

Social Policy Research Associates (SPR) is a growing and dynamic research, evaluation, and technical assistance services firm engaged in policy analysis of workforce development, employment training, education, philanthropy, youth development, health, and other human service programs.

We are currently seeking applications for full-time mid-level or senior researchers to continue to grow our substantial portfolio of evaluations focused on policies and initiatives aimed at improving the efficiency of the labor market and access to high-quality jobs for workers with barriers to employment. An Equal Opportunity Employer, SPR is an organization that values a staff with diverse perspectives and backgrounds.

Required Qualifications

Candidates must meet the following requirements:

- Graduate-level degree in one of a variety of disciplines, including public policy, sociology, education, psychology, economics, and other social sciences.
- Demonstrated experience in research methods (including conducting interviews, focus groups, site visits, analysis of multivariate statistics, management of large-scale data sets, and/or survey design and analysis).
- Excellent writing, oral communication, and analytical skills.
- Experience working with racially or socioeconomically diverse populations.
- For senior-level positions, experience managing project teams and budgets.

Qualified candidates must also have research and evaluation experience in one or more of the following areas:

- Workforce development systems generally, and the Workforce Innovation and Opportunity Act and American Job Centers specifically. Experience with specific U.S. Department of Labor-funded projects and/or employment and training efforts targeted towards special populations (e.g., ex-offenders, older workers, dislocated workers, migrant & seasonal farm workers, disabled populations) a plus.
- Public benefits programs including Temporary Aid to Needy Families (TANF) and Supplemental Nutrition Assistance Program (SNAP)
- Career pathways and sector strategies approaches, including efforts to deliver such training through the community college system or K-12 systems.

Additional Desired Qualifications

- Familiarity with designing and carrying out random assignment studies, including prior experience recruiting sites for random assignment.
- Experience using NVivo or other qualitative software.
- Conducting training and technical assistance, via in-person trainings, online learning, and individualized coaching.
- Spanish fluency.

Job Description

Specific responsibilities will depend on qualifications, but may include a mix of the following:

- Conduct qualitative, case study research based on telephone interviews, focus groups, and/or site visits to employment training, youth, or other human service programs nationwide.
- Assist in the development, administration, and analysis of surveys, and the maintenance or analysis of other quantitative data.
- Manage databases and conduct statistical analyses using STATA or other statistical software packages.
- Analyze data and prepare evaluation reports for government, foundation, or other non-profit clients.
- Provide on-site and virtual training and technical assistance to employment training, youth, or other human service programs nationwide.
- Depending on experience, management of small-scale evaluations and/or substantial tasks within large-scale evaluations.
- Position will require travel and significant computer-related work

Compensation Package: Excellent Benefits (including health, dental, vision and 401K plan).

How to Apply: Apply through our website at <http://www.spra.com/about-spr/careers/>