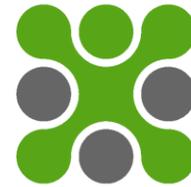# NEW POSITION: RESEARCHER / SENIOR RESEARCHER

(Mid-Senior-Level Research & Evaluation Position)

Please note: This position is based out of Denver, Colorado.

ABOUT SPARK

When was the last time you had fun at work while knowing you were making a difference?

It's a great time to join the Spark Policy Institute team – get all the benefits of working with an extensive network of engaged stakeholders while working day-to-day in a small, flexible team environment. Not only do we take pride in what we can accomplish together, we have fun! Your creativity, passion for making a difference, and energy are what we need.

Our team is made up of individuals who are deeply invested in helping policymakers and communities find solutions to complex problems. We tackle the problems that are too messy for any one group to solve – issues that cross multiple sectors, policy arenas, and levels of government – and find solutions through broad participation of stakeholders, first understanding the problems, then identifying and crafting the solutions and, often, assisting our partners to implement them. We embrace input and feedback to promote inclusion of all voices and are committed to equity and social justice, recognizing that complex societal problems often disproportionately impact low-income communities and communities of color, and all voices are needed for sustainable change to occur. We embrace innovation and learning and take on projects that align with our values, giving us opportunities to grow.

To learn more about our work, visit our website at www.sparkpolicy.com and our Tools for Social Innovators site at www.sparkpolicy.com/tools.

Our hiring approach is to look for ***superstars*** interested in working in a ***collaborative team environment,*** and who have a ***commitment to social justice***, a high level of ***learning agility***, and ***comfort with ambiguity***. We also strongly believe that a ***diversity of experience and backgrounds*** strengthens our team and our collective ability to make a meaningful difference.

POSITION DESCRIPTION

Spark is looking for a mid to senior level evaluator or researcher for a full-time position:

- Mid-level researcher applicants should have 5-10 years of experience **designing and implementing research and evaluation** outside of their graduate degree programs. This position will provide leadership and support to evaluation, strategy, and research projects at Spark.

- Senior-level research applicants should have at least 8 years of experience. In addition to the above, this position is involved in new work development, speaking or writing opportunities to market Spark and its work, overseeing projects to ensure that Spark's products are both meaningful and of the highest quality, and the selected applicant may supervise two to five employees.

Spark's research, strategy, and evaluation projects are largely in the areas of equity, public policy, advocacy, systems, collaboration, system change, the environment, and social movements. Our evaluation team uses a mix of developmental, formative and summative evaluations and provides evaluation capacity building trainings and coaching. Strategy projects use a range of strategic frameworks and methodologies, including strategic roadmaps, scenario planning, and network analysis. Experience in specific evaluation or strategy approaches is a benefit, but is not required.

Spark offers a competitive salary commensurate with skills and experience and a full benefits package. Spark is a committed to an office culture of inclusivity. All qualified applicants will be afforded equal employment opportunities without discrimination based on race, creed, color, sex, national origin, sexual orientation, disability or marital status.

Spark will begin reviewing resumes and cover letters beginning March 20th, and the posting will close March 29th, 2017. All applications should be submitted through the career section of the webpage: http://sparkpolicy.com/careers.htm.