

## NEW POSITION: SENIOR RESEARCHER

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.

Our hiring approach is to look for **superstars** with 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

Reporting to the Director of Evaluation, the Senior Researcher will provide leadership and oversight of complex evaluation projects to ensure Spark's products are meaningful and of the highest quality. Key responsibilities include the development of new work and client relationships, and the ability to engage both as a coach and learner with colleagues in professional development.

The successful candidate will have at least eight years of experience designing and implementing research and evaluation outside of a graduate degree program. Experience in systems change, developmental evaluation, and other related evaluation or strategy approaches is required. Experience working in an international context is a plus.

Key responsibilities include:

- Client management, and the ability to build and strengthen professional relationships, serve as a trusted adviser, listen to and respond to client needs
- Marketing and the ability to identify and engage in new or continuing work opportunities
- Evaluation plan design and implementation; meaningful engagement of stakeholders in evaluation design; and expertise in adaptive or special evaluation design/methods
- Protocol and tool design; data collection oversight
- Management of design and implementation of multiple complex projects at one time, with two or more supporting staff



SPARK POLICY INSTITUTE  
igniting public policy and community change

- Analysis plan development and implementation for large scale or complex projects utilizing multiple data analysis strategies; ability to analyze data independently; experience in advanced analysis methods (bivariate, multivariable, specialty analysis); competence interpreting and advising on appropriate methods to answer research/evaluation questions
- Development and implementation of qualitative analysis plans; ability to independently conduct qualitative analysis using a variety of techniques and strategies; synthesize qualitative data in written and visual format; oversee research staff analysis projects
- Independent development of evaluation/research products (reports, articles, publications, etc.); communication of action-oriented recommendations
- Coaching and developing colleagues in evaluation methods and approaches

Spark's research, strategy, and evaluation projects span the areas of equity, public policy, advocacy, systems, collaboration, systems 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. Our 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 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 October 25th, and the posting will close November 29th, 2017.** All applications should be submitted through the career section of the webpage: <http://sparkpolicy.com/careers.htm>.