



Job Posting

Research Associate II

[Strategic Prevention Solutions](#) is hiring a **full time Research Associate II** located in California to manage and assist with a variety of community-based needs assessment and evaluation projects.

DESCRIPTION OF POSITION:

We are looking for a motivated evaluator/researcher who has extensive experience working with Latinx communities in California. We are a growing values-centered research firm headquartered in Alaska with personnel in California and want to continue to ensure that our staff represent the communities with which we collaborate. This position will mainly be responsible for managing statewide and local projects located in California and the western United States. Projects include a range of activities such as: evaluation of multi-site community prevention projects, community collaborative partnerships, community needs assessments, substance misuse prevention evaluation, gender-based violence prevention evaluation, guaranteed income evaluation, and development of prevention and evaluation technical assistance tools and training that are community friendly, including webinars. This position will work under the supervision of a Senior Research Associate and be responsible for evaluation and research duties and technical assistance development on multiple projects.

HOW WE DO OUR WORK:

SPS is a research, evaluation and planning firm that works with national state, community and tribal entities to address and prevent social and health problems. At SPS we invest in our clients – we take a strengths-based approach and seek opportunities to enhance the internal capacity of the organizations with which we partner. SPS believes every encounter is an opportunity to build capacity and build on lessons learned. We conduct our work by:

- Seeking to understand the unique needs and contribution of our partners
- Engaging in collaborative leadership of all evaluation efforts
- Remaining in regular communication with our clients
- Establishing trust through open, honest communication and meeting all deliverables in a timely manner

SPS specializes in participatory evaluation, and we recognize that the true experts are our clients and the communities they serve. We offer our wealth of expertise with cultural humility, relying on collaboration with local stakeholders to apply our theoretical acumen and practical know-how in ways that are relevant, useful, and sustainable beyond our involvement in any one project.

QUALIFICATIONS:

Education: Master's degree or equivalent in a field in which strengths-based community assessment, research, evaluation, and program planning skills were learned and practiced. Examples include applied fields such as public health, social work, and community psychology.

Experience: At least five years of hands-on experience doing community-based program planning and evaluation or research activities. Preference given to candidates who have experience living and/or working among Latinx populations in California. Spanish-English bilingual also a plus. This is a California-based position.

Skills Required:

- Experience collecting, analyzing, and summarizing qualitative data, including facilitation of focus groups/interviews/talking circles/listening sessions
- Comfortable coding qualitative data and conducting data analysis using qualitative data analysis software
- Experience designing data collection tools (surveys, interview and focus group scripts)
- Comfort and experience using and facilitating meetings with online training and meeting tools, such as Microsoft Teams, Zoom, Basecamp, etc.
- Excellent English writing, reading, and editing skills
- Strong MS Word and MS Excel skills
- Ability to work independently and in collaborative teams
- Excellent time management skills, self-starter, responsible, and willingness to ask questions
- Demonstrated ability to communicate research/evaluation results effectively to a variety of audiences through technical reports, presentations, and publications
- Ability and comfort to travel to be in communities for site visits
- Ability to work from home or identified office space. **This is a virtual position when not on site in communities.**

Additional Qualifications Preferred, not Required:

- Spanish language proficiency
- Experience working with Latinx immigrant communities
- Familiarity with online survey tools (e.g., SurveyMonkey, Alchemer, Google Forms)
- Comfortable with creating graphs and tables using quantitative data
- Experience partnering with non-profit organizations
- Experience creating and/or delivering training and technical assistance to various audiences
- Understanding of community-based prevention, the public health model of prevention (including primary prevention), along with other models of prevention
- Experience using SPSS and other quantitative data management and statistics software

SALARY & BENEFITS:

This position is a non-exempt full-time (1.0 FTE) Research Associate II. Position level and salary will be determined based on the successful candidate's qualifications and experience. Salary is negotiable commensurate with skills and experience and is expected to fall within a salary range of \$75-90k per year. SPS maintains a generous benefits package for full-time employees, including a company-funded SEP-IRA, full medical, dental, and vision insurance, company-funded Health Savings Account, PTO, flexible hours and a professional development stipend.

If interested, please email:

- a) cover letter
- b) resume

- c) short writing sample (no more than 5 pages) in which you have had a primary authorship role that demonstrates your ability to write a summary of research/evaluation findings.
- d) contact information

to:

leila@spsconnect.com
Attention: Wendi Siebold

Application deadline: Open until filled

SPS is an equal opportunity employer and does not discriminate in hiring or employment based upon race, color, religion, national origin, sex, sexual orientation, gender identity, age, marital status, handicap, or any other reason not related to employment. All successful applicants will be required to show proof of legal right to accept employment in the US.