Impact & Innovation Researcher – Healthy Futures

Purpose
As a catalyst for positive social change, ServeMinnesota moves research to practice and deploys the people power of AmeriCorps to meet critical needs in Minnesota. The purpose of this position is to strengthen ServeMinnesota’s capacity to provide leadership for AmeriCorps solutions within our state’s Healthy Futures platform. Thus, the Impact and Innovation Researcher will focus intently on the design and continuous improvement of AmeriCorps programs in the Public Health, Recovery, and Housing sectors. The Impact and Innovation Researcher will plan and manage multiple facets of program design and improvement, working with existing AmeriCorps program leaders, researchers, and the community.

Equity in Action at ServeMinnesota
The Impact and Innovation Researcher will: (1) demonstrate self-awareness of how their social identity impacts others and influences their own role, (2) distinguish between equity and equality, (3) display commitment to creating an inclusive environment as well as the ability to identify cultural similarities and differences, and (5) adapt their behavior as needed to be effective in their work.

Essential Job Functions
1. Design and oversight of program improvement and impact Plans with the Healthy Futures portfolio (Public Health Corps, Recovery Corps, Heading Home Corps, and Refugee Corps)
   a. Create and manage evaluation plans and increasingly robust research agendas for healthy futures programs that are likely to lead to information that is actionable for program improvement and where possible, contribute to the broader research literature.
   b. Use technical knowledge of healthy futures programming (e.g., evidence-based activities, key metrics to guide implementation fidelity and impact) to guide ongoing improvement efforts.
   c. Provide technical expertise in the design of new solutions in the healthy futures space, many of which focus on building capacity within partner organizations.
   d. Coordinate and facilitate meetings with community members, organizations, and other stakeholders who are reflective of the communities served.
   e. Coordinate and facilitate meetings with local and national experts to help improve AmeriCorps programs and establish research-practice partnership.
2. Analyze program data, interpret programmatic results, and communicate those results effectively to stakeholders
   a. Help to create and modify the data infrastructure for new and existing healthy futures programs in order to facilitate regular and meaningful data analysis. Adopt the methodological and analytic rigor required to make causal claims about program effects and areas for growth as it relates to difficult-to-measure impacts such as site-level capacity growth.
   b. Work with the VP of Impact and Innovation to create program and grant-related reports (including annual evaluation reports) suitable for the communities served, funders, and other important stakeholders.
   c. In collaboration with the VP of Impact and Innovation, leverage dedicated research time to translate ongoing improvement and impact study research into peer-reviewed publications, state/national conference presentations (paid travel), and other front-facing documentation.
   d. Identify and pursue relevant professional development opportunities as it relates to program design and impact evaluation.

Other Job Functions
1. Develop and manage relationships with other organizations
2. Work with the Development team to monitor and support grant opportunities
3. Apply best-practices in project management to new or emerging projects (time-limited). This includes aspects of project management such as content development, project tracking, evaluation and continuous improvement.

Job Qualifications
Minimum
1. Relevant Master’s degree required.
2. Clear statistics background. Familiarity with various research methodologies and associated analytic models.
3. Direct experience creating and improving logic models for social programs and/or research projects. This may include but is not limited to the design of research programs driven by clearly defined Logic Models/Theories of Change.
4. Understanding and commitment to National Service.
5. Strong interpersonal skills with experience in facilitation and training.
6. Must thrive in a work environment of significant growth, development and change.
7. Willing and able to travel in Minnesota.

Preferred
1. Relevant doctoral degree.
2. Experience working with nonprofit organizations.
3. Familiarity with qualitative research methods and rigorous qualitative analytic strategies.
4. AmeriCorps programming experience.

**Knowledge, Skills and Abilities**

1. Strong quantitative data analysis skills in the context of social programming; familiarity with one or more statistics programs (e.g., R, SPSS, Stata, Python).
2. Ability to manage multiple tasks simultaneously and meet multiple deadlines
3. Ability to work both independently with general supervision and as part of a project team
4. Strong verbal, analytic, and written communication skills
5. Ability to think strategically in relationship building and partnership development
6. Ability to lead teams where appropriate
7. Comfort in working respectfully with persons of diverse backgrounds

**Workplace**

At ServeMinnesota, we are highly invested in the success of our people. We strive to make it an awesome and inclusive place to work and we recruit passionate people. We are looking for people who are energized by making an impact in our communities through national service.

This position is available to all, without regard to Race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, familial status, disability, sexual orientation, or age. It is also unlawful to retaliate against any person who files a complaint about discrimination. In addition to filing a complaint with local and state agencies that are responsible for resolving discrimination complaints, you may bring a complaint to the attention of the AmeriCorps Agency.

ServeMinnesota is committed to hiring staff people who reflect the diversity of the Minnesota communities we serve. Studies have shown that women and people of color are less likely to apply for jobs unless they believe they meet every one of the qualifications as described in a job description. We are most interested in finding the best candidate for the job, and that candidate may be one who comes from a less traditional background. We would encourage you to apply, even if you don’t believe you meet every one of our qualifications described.
This position is based downtown Minneapolis but currently working a hybrid schedule. The salary is $75,000-78,000.

ServeMinnesota requires all employees to be fully vaccinated for COVID-19, the only exception to this requirement is an approved medical or religious exemption.

Please submit a resume. Instead of including a cover letter, please answer each of these questions in either the body of the email or as a separate attachment, so we can get a better idea of your experience and interest in this position and our organization:

1. Why are you interested in ServeMinnesota and this particular position?

2. How does your experience align with the Essential Job Functions and Minimum Qualifications of this position?

Submit applications to lisacarlson@serveminnesota.org.

Application deadline is December 23, 2022