

## Research in Action seeks

# SENIOR RESEARCH ASSOCIATE

## Who We Are:

Research in Action is a Black queer female-led, multi-racial and gender-diverse social benefit corporation created to reclaim the power of research by centering community expertise and driving actionable solutions for racial justice. Using our Equity in Action model, we elevate community members as project leaders and support them in using their expertise to describe the problem, design the process to understand it and develop and use tools to gather information that gives them the insight to solve the problem – while also growing their power to create change in their communities beyond the project.

## Your Role as RIA Senior Research Associate

Research in Action is at a pivot point in its growth as an organization. We seek a mid-career professional who has honed their research expertise, supported and managed multiple teams, and has stellar communication and self awareness skills to help hold space for tough dialogues with the community leaders and our impact partners our projects support. We are looking for someone ready to lead and steward the organization to the next level alongside CEO Dr. Brittany Lewis.

The Senior Research Associate oversees and manages 4-5 research projects simultaneously, providing leadership and guidance to project teams working closely with project leads, support team members, and the data research manager team. Responsibilities include overseeing project scopes, supervising research activities, leading community councils and partner meetings, guiding the application of equitable methods alongside project teams, and mentoring junior and entry-level research staff as you collaboratively finalize written research products. We are particularly interested in those with a background in evaluation methods, mixed methods, and commitment to in-depth community-engaged approaches. In a management role, the Senior Researcher is the direct supervisor of various project teams and oversees the HR Manager in the recruiting, hiring, onboarding, and professional development of research staff. In this capacity, this manager will work closely with the CEO and will act on the CEO's behalf when they are absent.

### Work schedule

Monday to Friday, 8:30 a.m. to 5:00 p.m. There may be occasional evenings or weekends.

### Location

This position is located in Minneapolis, MN 55411. No relocation assistance is being offered. Candidates must be able to meet twice per month with RIA team in Minneapolis.

### Start date

May 13, 2024

### Compensation

\$80,000-\$90,000 annually, commensurate with experience. RIA provides medical benefits, technology stipend, paid national holidays, three weeks PTO, and a paid annual Week of Renewal between Dec 25 and Jan 2.

### To apply, please include:

Copy of a completed, published research paper; resume; cover letter; 2 letters of recommendation from previous employers/supervisors that can speak specifically to the skills and requirements for this position; and 1 letter from a personal reference.

### Application deadline

April 29, 2024

### [Apply here](#)



Research in Action prioritizes applicants who are Black, Brown, Indigenous, LGBTQ+ and nonbinary.

## Position Responsibilities

- Manage 4-5 research projects concurrently, working with Project Teams to oversee scopes, budgets, timelines, and deliverables;
- Provide subject matter expertise and thought leadership to inform project research design, the building of research tools, lead data collection, analysis, and reporting;
- Lead project teams in presenting research findings to community partners and stakeholders and codesigning research tools;
- Guide project teams in the appropriate application of equitable and inclusive research methods;
- Mentor and develop junior and entry-level research staff in research methods, analysis, and project leadership skills;
- Directly supervise and manage the HR Manager role;
- Monitor project risks and issues, guiding mitigation strategies in partner with the CEO when applicable;
- Promote a collaborative work environment on project teams;
- Uphold the Research in Action accountability protocol and emerging methods framework;
- Contribute to RIA's current methodological philosophy and expand our current evaluation approach.

## Qualifications

### Required:

- Ph.D. in social sciences or related field or a Master's Degree with 6+ experience managing complex research projects
- 6+ years experience designing and leading complex research projects with experience in evaluation
- Expertise in both qualitative and quantitative methods
- Excellent project, people, and partner management skills
- Strong communicator, presenter, and mentor
- Passion and experience with community-engaged, equitable research
- Comfortable managing within a fast-paced, dynamic environment.

### Preferred:

- 1+ year of supervisory experience.