

Transforming ideas into outcomes.

At APPRECOTS, we envision a future where organizations of all sizes and industries prioritize inclusive and equitable environments, where individual members interact with enthusiasm and empathy, and programs are powered by robust data and evidence. We are seeking to hire a full-time, experienced Research Associate to model this vision.

Position Overview

This role is an excellent opportunity to work in conducting program evaluation, training, and consultation in human support and growth areas. APPRECOTS is seeking an experienced Research Associate to use scientific methods to conduct data collection and analysis, synthesize findings with current best research evidence, and create new visions for effective and efficient programming. As part of a team of specialists, the Research Associate will be able to consider perspectives of all system beneficiaries to design and deliver outputs such as reports, presentations, and trainings.

The ideal candidate will have a history of high achievement in both academic and employment settings and will possess natural curiosity, optimism, and a creative mind. The position is office-based and will occasionally require conducting field work including in-person client meetings and on-site training, review, or data collection. Flexible scheduling and a partial remote schedule may be considered after satisfactory completion of an orientation period.

Job Description

Research and Training Support

- Facilitate the creation of processes for effective data collection and management.
- Identify or craft appropriate measurement tools and reports for needs assessments, focus groups, and/or data collection design that make data both accessible and meaningful for all client stakeholders.
- Conduct data analysis and contextually interpret results.
- Assist with drafting clear and insightful reports, memos, and presentations that bring data to life – highlighting information that aligns with the client's goals.
- Coordinate with colleagues around tasks and projects as directed, ensuring effective collaboration and advancement of the client's objectives.
- Engage in ongoing, clear communication that bridges across technical, compliance, and service perspectives.
- Deliver training and consultation services to assist clients in acquiring the knowledge and skills necessary to enhance professional abilities for providing quality services.

General Duties

- Draw from topic expertise to contribute to creative brainstorming.
- Develop and sustain relationships with external partners.
- Represent APPRECOTS at external functions, embodying and promoting our foundational values of collaboration, equity, excellence, innovation, integrity, and leadership.
- Promote the recovery model of treatment including trauma-informed care, hope, respect, empowerment, health/wellness, and spirituality/connectedness.

Minimum Qualifications

- Master's degree or above in a relevant field (e.g., psychology, health services administration, social work, education, nursing, etc.).
- Minimum of four (4) years of demonstrated high-impact experience in a human service or support setting (e.g., mental health, physical health, education, criminal justice, advocacy, etc.).
- Superior written and verbal communication skills.
- Skilled in handling complex data and adept at conveying insights.
- Proficient with Microsoft Office tools, especially Word, Excel, and PowerPoint.
- Experience with teaching, training, presenting and/or supervising.
- Competency with reviewing and assimilating technical writings such as policies, grants, and fidelity reviews.
- Ability to plan timelines and meet deadlines with high-quality outputs while involved in several concurrent projects.
- Effective and supportive collaborator on shared or interdependent tasks.
- Strategic and creative thinker that can quickly understand and analyze complex challenges.
- Self-awareness to recognize, proactively seek out, and communicate need for skill development and goals for personal growth.
- Constant innovator who prefers change and progress over routine.

Preferred Qualifications

- Expertise in Motivational Interviewing.
- Experience with data visualization software (e.g., PowerBI), Google Suite, and/or other data analysis tools/languages (e.g., R).
- Expertise in human development and/or learning processes.

About APPRECOTS

Applied Research Consultants (APPRECOTS) is grounded in understanding diverse service systems, valid and reliable evaluation methods, and current behavioral and social science research. APPRECOTS works with a wide range of client organizations in the public and private sectors, representing mental health, education, physical health, criminal justice, and other human service areas.

We work closely with our clients to fully understand their needs and deliver unique insights using quantitative and qualitative methods. Effective program development, improvement, and support depends on recognizing multiple perspectives and clearly communicating - hallmarks of our work.

Our Commitment to Diversity and Inclusion

We, at APPRECOTS, believe that no aspect of an individual's identity should be a barrier to thriving and being valued by others. Seeking out perspectives based on a variety of cultural or experiential lenses creates a more fulfilling work environment and leads to the

creation of relevant and enduring outputs. We are committed to building a diverse, inclusive, and authentic team of first-class talent and fostering a sense of belonging and being valued in each team member. Interacting with kindness and respect is central to our organizational climate.

We encourage people of any race, gender, religion, color, national origin, sexual orientation, age, marital status, veteran status, or disability status to apply.

Pay and Compensation

Hourly rate: \$38 - \$45

Benefits include paid holidays, personal time off, and SIMPLE IRA.

To Apply

Send a letter to admin@apprecots.com indicating why you want to work at APPRECOTS. Attach your CV and a sample product of your professional communication (e.g., report, slide deck, etc.).

Posted

April 11, 2024

Position will remain open until filled.