



## Higher Education Policy Researcher

Fall 2021

### About the Organization

Research for Action (RFA) is an independent, non-profit educational research organization with a mission of using research to achieve equitable educational opportunities and outcomes to help inform better policy and practice decisions. With three decades of experience, our work is designed to strengthen public schools and postsecondary institutions; provide research-based recommendations to policymakers, practitioners and the public at the local, state and national levels; and enrich the civic and community dialogue about public education.

### Summary

Research for Action (RFA) is seeking a full-time higher education policy researcher to contribute to RFA's substantial body of research and evaluation work focused on state policies and programs designed to advance equity in college access and success in both the two-year and four-year sectors. Our current portfolio of mixed-methods research studies spans topics including college pipeline programs based in K-12; academic coaching and mentoring programs for community college students; statewide and local College Promise (i.e. free college) campaigns; state higher education funding formulas; developmental education reforms; initiatives for engaging adult learners; policies for credentialing experiential learning; and efforts for closing racial attainment gaps in higher education.

### Job Qualifications

#### Education and Experience

- Master's or higher degree in a relevant field such as education, higher education, or public policy, advanced research training in qualitative, quantitative, or mixed methods a plus
- 5+ years experience designing and conducting rigorous applied research studies, policy, and program evaluations
- Experience supporting research operations including grant writing, proposal development, protocol design, data collection, and the reporting of research findings for internal and external audiences
- Demonstrated ability to contribute to and enhance our team's equity-focused practices in research design, data collection, analysis, and reporting

#### Specific Experiences and Skills Related to Role

- Experience conducting research uplifting the experiences of students of color, low-income students, adult learners, and institutions of higher education, particularly institutions serving those student groups
- Experience leading and participating in team efforts to design and conduct qualitative and mixed-methods research within the ecosystem of higher education policy and practice

- Demonstrated experience collaborating with state policymakers, program developers, funders, and intermediaries in the field to identify and examine policy solutions that support student movement into and through college
- Comprehensive project management experience (i.e., initiating, planning, executing, monitoring, and closing projects)
- Experience managing multiple projects with differing research designs, timelines, funders, and audiences
- Strong interpersonal and collaboration skills, including ability to work with team members on projects and ease at building rapport with clients and colleagues with diverse backgrounds
- Demonstrated experience as a supervisor, particularly mentoring and growing the skills and opportunities of colleagues with diverse expertise and experience.
- Strong written and oral communication skills to engage audiences that include academics, policymakers, students and educators, community members, and practitioners

## Application

Review of applications will begin immediately and will continue until the position is filled, with an anticipated start date of early January 2022, or sooner, depending on availability. Complete an online application with the following required documents:

- Cover letter that briefly summarizes qualifications, research experience, and career goals, in particular experiences conducting research/ working in the field of higher education.
- CV/resume

Please use this link to apply: <https://app.smartsheet.com/b/form/124a872508944a0e855aa9e9f5afda6b>

For questions about this position, please contact Alison Murawski at [hr@researchforaction.org](mailto:hr@researchforaction.org).

## Position Location

RFA staff are currently working remotely due to the Covid-19 pandemic. Candidates within commuting distance to RFA's Center City Philadelphia office are preferred, but full-time remote candidates will also be considered.

## Diversity Statement

**Research for Action is committed to the diversity of our staff.** We value and recognize diversity through every person's perspectives and lived experiences. We are an equal opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to age, color, disability, gender identity or expression, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family medical or genetic information.