Position: Director of Research

Reports to: Vice President System Innovation

ABOUT THE CENTER FOR ECONOMIC INCLUSION
The Center for Economic Inclusion is the nation’s first organization dedicated exclusively to advancing inclusive growth to achieve regional shared prosperity. The Center was created in 2017 to strengthen the Minneapolis-St. Paul region’s leadership, civic infrastructure, and collective capacity to disrupt systems and influence market forces to catalyze shared prosperity and an inclusive economy. Our work has grown to meet the needs of businesses and agencies across the country committed to closing racial employment, income and wealth gaps by dismantling institutional racism, and fueling inclusive and equitable regional economic growth. We are in relentless pursuit of an economy that works for everyone and to achieve it, we work in service of these four objectives:

- Create broad, measurable shared accountability for creating an inclusive and equitable economy among decision & policy makers
- Equip public and private sector employers and policy makers with solutions to disrupt and dismantle systemic racism and institutionalize equitable policies for scale.
- Partner to enable the regional and place-based infrastructure of racial and economic opportunity
- Foster operational excellence and a high-performance culture.

HOW WE WORK
At the Center, we take pride in bringing our values to life and “walking the talk.” We are a diverse team in many ways, and we believe our diversity of thought makes us stronger and our work more innovative and responsive to the communities we serve. We strive to maintain a collaborative work environment that also stimulates individual autonomy and accountability for performance goals and excellence. We invest in great talent, and nurture it and we believe in the power of career pathways within the Center. We look for these values in the talented individuals who join our team, and we strive to cultivate an environment that harnesses the collective power of these values, traits and the expertise that each team member brings in pursuit of our mission.

- Anti-Racism
- Inclusivity
- High-performance & High-engagement
- Shared risk
- Self-motivation
- Nimble Action
- Collaboration
- Adaptive-learning

POSITION DESCRIPTION
The Director of Research is a new role responsible for leading the Centers’ efforts to cultivate applied, participatory and client research initiatives, overseeing local and national research partnerships to support our efforts to ensure that our strategies, and those of the businesses and government agencies we support are grounded in relevant and rigorous research and data and informed by Black, Indigenous, Latinx, and Asian peoples experience with the economy, employers, and the systems and structures that have upheld racism and economic exclusion throughout our history. The Director will navigate complex issues and partnerships in the ambitious pursuit of our mission.
The leader who is successful in this role will be a highly strategic facilitator, and a highly resourceful, self-motivated individual with keen emotional intelligence, excellent oral and written communication skills and strong project management and analytical skills.
KEY RESPONSIBILITIES

Strategic Leadership

- Provide overall leadership and strategic management for research and data analytics, ensuring overall accountability for results
- Lead the development, writing, and production of comprehensive research plan and implement with the System Innovations team and/or the Impact and Accountability team, research and evaluation of the Center's policy and program initiatives
- Develop assessment tools and frameworks for advancing racial equity and inclusion
- Design and execute qualitative and quantitative studies that expand and inform employers and policy makers knowledge about racial equity, inclusive and equitable growth, the economic imperative of anti-racist employer and government policies and practices, and prompt action and accountability
- Establish and nurture partnerships with leading local and national research institutions to further racially responsive research including Brookings, Urban Institute, CURA, and others.
- Partner with the External Affairs, Impact & Accountability, and Public Policy & Systems teams to utilize research as a lever for change, action and accountability
- Elevate research as a learning tool internally and externally
- Invest in development, improvement and expansion of public data resources that can inform policies, programs and advocacy at the local, state and national level.
- Invest in building the capacity of communities, systems and jurisdictions to use data and technology to promote more positive and equitable outcomes
- Support development, adaptation and scaling of programs and practices proven to be effective in achieving racial equity and economic inclusion

Organizational Management and Coordination

- Provide technical assistance on utilization of tools and protocols to support adoption of proven and promising racially responsive, data informed and market responsive strategies and policies by communities, systems and jurisdictions
- Partner with Vice President of System Innovations to develop annual department budget, work plans and board and senior leadership team presentations
- Support Center staff in development of annual performance targets, program/operational goals and specific indicators to measure progress
- Engage and supervise analysts and consultants (internal) and external subcontractors
- Lead, supervise and collaborate with team members and consultants and foster an environment that aligns with the Center's values and performance imperatives
- Implement Center performance measurement process and develop goals, objectives and accountabilities with each member of the team
- Contribute to the creation and stewardship of organizational culture and ethos, both internally and externally. Promote a culture of high performance and continuous improvement that values learning and a commitment to quality
- Develop and submit timely, substantive internal and external reports, including financial, operating and program reporting
- Contribute to the creation and stewardship of organizational culture and ethos, both internally and externally. Promote a culture of high performance and continuous improvement that values learning and a commitment to quality results.
External Impact and Relations

- Strengthen the capacity of private sector employers, foundations, and nonprofit organizations to produce more racially equitable and economically inclusive results in workforce development, economic development and procurement and community investment using racially responsive research tools and approaches
- Establish, nurture, bridge and maintain relationships with multi-sector partners, funders, and policy makers who share our vision for the future across the region and the country; Ensure those relationships are mutually reinforcing and have depth throughout the organization
- Actively pursue opportunities for systems change through public policy, advocacy, influence, and education
- Strategically articulate and elevate opportunities for racially responsive, market informed, results oriented and research-based action
- Partner with the external affairs team to implement narrative change campaigns that foster a regional culture of inclusive growth
- Serve as representative of CEI as needed for events, partnerships, conferences, other external/public engagements

QUALIFICATIONS, EXPERIENCE, SKILLS & COMPETENCIES

- Understanding of and commitment to the mission of the Center for Economic Inclusion
- Advanced experience institutionalizing racial equity in workforce development, economic development, transportation, housing, or a related field
- Advanced degree in relevant field of research or practice
- Minimum of 10 years’ experience in demonstrated progressive experience in the nonprofit, public or corporate sector
- Experience using quantitative and qualitative data to inform decisions, actions and strategies, particularly in evidence based environments
- Advanced analytical and critical thinking skills. Uses data in assessing, analyzing, maintaining and disseminating data and information. Substantial statistical skills and a demonstrated understanding of how statistical data are used in policy advocacy
- Exceptional writing, public speaking and presentation skills, including experience presenting complex subject matter to nonexpert audiences and high-level decision makers in a strengths-based and positive manner.
- Demonstrated data visualization experience
- Experience with community engagement and the design and execution focus groups, interviews and surveys
- Demonstrated experience applying a results-based leadership or results-based accountability framework
- Excellent project management skills; Ability to manage both strategic and tactical responsibilities, complete complex tasks, and deliver on a timely basis
To apply for this job: Submit a cover letter, resume and three professional references to jobs@centerforeconomicinclusion.org by April 2, 2021. The Subject Line should state “Director of Research Application”. Incomplete applications will not be considered. No calls please. Candidates whose profiles align with our need will be contacted by April 30, 2021.

The Center for Economic Inclusion is an Equal Opportunity employer. We offer an inclusive, engaging, dynamic, and rewarding workplace; a competitive total compensation package; and an opportunity to contribute to one of the most meaningful issues of our regions’ future.

Compensation: The starting salary range for this position is $100,000-$110,000 and is complemented by a full suite of benefits including health, dental, vision, life, STD, and LTD insurance; mobile phone stipend, wellness and transportation benefits; paid time off and retirement savings match. A salary commensurate with experience will be offered to complement these to the successful candidate’s experience.