



## Senior Manager of Research and Evaluation

**Job Title:** Senior Manager of Research and Evaluation

**Reports to:** Director of Policy, Advocacy, & Research

**Job Status:** Full-time (40 hours/week)

**Salary:** \$80,000-\$89,999

**Application Deadline:** April 15, 2024

**Starting:** July 2024

**Location:** Washington, DC area

### About Generation Hope:

Generation Hope is a nonprofit organization with a mission to ensure all student parents have the opportunities to succeed and experience economic mobility by engaging education and policy partners to drive systemic change and providing direct support to teen parents in college as well as their children through holistic, two-generation programming. To date, we have provided over \$1.2 million in tuition assistance, supported almost 435 teen parents in college, celebrated more than 170 degrees earned through our program, and built relationships with 30+ two and four-year institutions nationwide. For more information, please visit [www.generationhope.org](http://www.generationhope.org).

By joining our team, you will work for an organization named "one of the best nonprofits" by [Spur Local](#). Not only do we live out and operationalize our values, we do the work to create a culture that truly supports every member of our staff. The best part of our organization is the people, from the families we serve to the team we have deliberately cultivated. We strive for excellence while understanding the most valuable asset that we have is our people. We celebrate diversity in all forms, including thought, professional and lived experiences, race, gender - even taste in music. If this sounds like a mission and work environment you would like to contribute to and grow with, please consider joining our team.

## **Job Summary**

The Senior Manager of Research & Evaluation plays a crucial role in advancing the Generation Hope's mission by overseeing research initiatives, evaluating program effectiveness, and providing data-driven insights. This position involves creating program evaluation standards based on critical methodology, designing and implementing research projects, collecting and analyzing data, and communicating findings to inform programmatic decisions and improvements.

## **Key Responsibilities:**

### Research Design and Implementation

- Develop and implement research methodologies to assess the impact of Generation Hope's programs including [technical assistance](#) with higher education partners and 2-generation [programming](#) on student parents' academic success, economic mobility, and overall well-being.
- Collaborate with internal teams to identify key research questions and objectives aligned with organizational goals.

### Data Collection and Analysis

- Design surveys, interviews, and other data collection tools to gather relevant information.
- Manage the collection and analysis of quantitative and qualitative data, ensuring accuracy and reliability.
- Utilize statistical methods and data visualization techniques to draw meaningful conclusions.

### Evaluation of Program Effectiveness

- Assess the impact of Generation Hope's programs through ongoing monitoring and evaluation efforts.
- Collaborate with Program Managers, Directors, and Vice Presidents to establish key performance indicators (KPIs) and evaluate success against these metrics.

### Reporting and Communication

- Prepare comprehensive reports, detailing research findings, insights, and actionable recommendations.

- Collaborate with internal teams to communicate results to internal and external partners.

#### Quality Assurance

- Ensure the quality and integrity of research and evaluation processes across the organization.
- Implement best practices in research design, data collection, and analysis.

#### Continuous Improvement

- Work collaboratively with the leadership team to identify opportunities for program improvement based on research findings.
- Stay informed about best practices in research and evaluation methodologies.

#### Grant and Proposal Support

- Assist in the development of grant proposals and reports by providing data and evidence of program impact.
- Collaborate with the development team to communicate the organization's impact to potential funders.

#### **Required Skills and Knowledge**

- Personal qualities of integrity, credibility, and a commitment to Generation Hope's mission
- Demonstrated at least 2 experience in designing and conducting research and program evaluations.
- Strong quantitative and qualitative research skills, including statistical analysis.
- Proficiency in data analysis tools and software
- Excellent written and verbal communication skills.
- Familiarity with customer relationship management (CRM) systems; Microsoft Access, Salesforce, etc.
- Ability to work collaboratively in a team-oriented environment.
- Familiarity with issues related to parenting students, education, and social justice is a plus.
- Personal and professional commitment to understanding and dismantling systemic and institutional racism

CANDIDATES MUST RESIDE IN WASHINGTON, D.C., VIRGINIA, OR MARYLAND BEFORE THE EMPLOYMENT START DATE. Generation Hope has a hybrid remote and in-office work model.

Generation Hope provides full benefits, including 403(b), health, dental, and paid time off. More information on benefits can be found at [generationhope.org/careers](http://generationhope.org/careers).

To apply, please complete the [online application](#). If this link does not work, you can access the application at this URL:

[https://Generation\\_Hope.formstack.com/forms/apply\\_now](https://Generation_Hope.formstack.com/forms/apply_now). No calls, please.

Generation Hope is an equal-opportunity employer. Generation Hope will not discriminate on any basis prohibited by law, including marital status, personal appearance, sexual orientation, gender identity or expression, family responsibility, matriculation, political affiliation, race, color, religion, sex (including pregnancy, childbirth, related medical conditions, breastfeeding, or reproductive health decisions), age, national origin, genetic information, veteran status, and disability.