

Senior Research Analyst Position Description

Are you a high-achieving, data-loving, problem-solving, client-focused professional? Have you ever been told that one of your strengths is that you can take complicated data and communicate it in a way that leads to action? Would it excite you to use your analytical, interpersonal, written communication and project management skills to help organizations improve? Do you want to change lives and change circumstances? If you answered “yes” to these questions, we want to talk with you!

Measurement Resources is seeking a social science research analyst to work in a team, high-growth, mission-driven environment. Please review the following position description and benefits offered. If interested, please submit a cover letter explaining how you meet the job qualifications and why you believe you are the perfect fit for this position, salary requirements, and your resume to mtjones@measurementresourcesco.com. A work sample and write-up will be included as part of the interview process. References and transcripts will be required before an offer of hire will be made.

Senior Research Associate

The Senior Research Associate implements external projects designed to strengthen the efficiency and effectiveness of organizations. Types of projects include real-world/applied research methodology design, oversight of data collection, survey design and analysis, organizational dataset analysis (including working with relational databases), and program evaluation.

Tasks include:

- Manage and conduct quantitative and qualitative data collection and analyses for various programs and organization evaluation and research projects;
- Write reports, develop recommendations, and present data and information to clients;
- Develop and implement applied survey research;
- Prepare data tables, charts, and infographics to be included in reports and presentations of research and evaluation results;
- Manage internal and external relationships with clients and their stakeholders;
- Conduct focus groups and interviews;
- Collect, clean, merge, aggregate, analyze, and report data contained in several datasets;
- Perform advanced statistical analyses (e.g., multilevel modeling, factor analysis, logistic regression) and interpret findings for nontechnical audiences
- Conduct literature reviews, research support, and input as needed to the evaluation and research project teams
- This position reports directly to the Director of Consulting for all project related activities. They are also expected to work closely with the entire research team.

QUALIFICATIONS

- Master’s degree in Industrial and Organizational Psychology, Quantitative Psychology or Applied Psychology, strongly preferred. Consideration may be given to master’s degree in social sciences discipline with strong survey data analysis.

- Previous experience developing research and evaluation methods for applied projects.
- Strong written and oral communication skills, specifically in technical and business report writing.
- Demonstrated experience in designing, managing, and analyzing datasets including data extraction, coding, and analysis.
- Experience in developing survey sampling plans and surveys with strong psychometric properties designed to be used in applied research.
- Demonstrated programming, advanced statistical, and analytical skills in R, including experience writing and using syntax.
- Experience with collecting data, conducting focus groups and interviews and other applied research techniques.
- Ability to design engaging reports and presentations; understanding of data visualization and infographic best practices preferred.
- Ability to work collaboratively as a team as well as work independently and to meet deadlines.
- Ability to travel to meetings across the state of Ohio, and occasionally out of state.
- Ability to adapt quickly to change and work in a growing environment.
- Preferred experience working within a variety of government and nonprofit organizations.

Performance Expectation

Ongoing communication will occur regarding employee performance. A formal review will occur at least annually. Senior Research Analysts performance will be evaluated on the following elements.

1. Open communication
2. Quality of work, including accuracy and completeness
3. Meeting deadlines and follow-through
4. Cooperation with team members (internal and external)
5. Learning and continuous improvement
6. Creativity and initiative

Benefits

Salary range between \$65,000 and \$80,000 based on skills and experience, plus a shared commission plan. We offer health insurance, 401K, paid time off, holiday pay, and a beautiful working environment.

Measurement Resources Company

Measurement Resources is an organizational development and research firm that assists government and nonprofit organizations with data-driven decision-making that improves organizations' efficiency and effectiveness. Our services help our clients use data-driven solutions to:

- Increase efficiencies;
- Demonstrate impact and outcomes;
- Increase funding; and
- Accomplish their mission and goals.

We use a variety of best practice management tools that are customized to our clients' needs. Popular approaches include performance management and reporting solutions, program and outcome evaluation, organizational research, leadership and culture assessments, strategic planning, needs analysis, and data-driven management training and technical assistance.

Our mission is to strengthen communities by strengthening the organizations that impact them. Our clients are a diverse mix of state, city and county government agencies, human services organizations and nonprofits across the United States and Canada.