



Harder+Company Community Research Research Associate, Evaluation

Who We Are

Harder+Company Community Research (H+Co) assists nonprofits, public agencies, and foundations to achieve their missions. We bring data-driven analysis to help organizations understand the results of their programs and initiatives and to assist them in translating that data into actionable improvements. Founded in 1986, we have four California offices located in San Diego, Los Angeles, San Francisco and Davis to serve the span of California. We conduct research in a variety of critical topic areas such as healthcare, social services, community development, educational achievement, and violence prevention. Currently, approximately 50% of our work focuses on early prevention through the evaluation of early childhood programs. Additional services provided by our firm include strategic planning, community engagement, and nonprofit capacity-building. Our clients include nonprofit organizations, private funders, and government agencies throughout California and the nation.

We are a group of smart, fun, and committed people promoting positive social change through the support and development of the social sector. The company culture is fast-paced, collaborative, team-oriented, and entrepreneurial - we are seeking candidates who will thrive in this environment.

How we do our work

We engage our clients as partners in an ongoing process of programmatic and organizational learning. Whether it is a needs assessment, evaluation, or a planning process, we work closely with our partners to ensure that our approaches meet their needs as well as the needs of their stakeholders. We strive to develop an engaging, dynamic process with our clients to make certain that organizational learning is achieved throughout the project by regular, ongoing, and practical feedback. This allows our clients to make midcourse adjustments and encourages them to be partners in the change process both for their organization and their target communities. This transfer of knowledge also encourages clients to begin the critical process of organizational reflection and skill-building.

We uphold the highest level of rigor possible within a project, but unlike academic research, we make adjustments to research designs, tools, and approaches to ensure that our work is accessible, culturally responsive, and meaningful given real-world resource and timeline constraints. We conduct single-program evaluations, as well as evaluations of multiple organizations at the portfolio, initiative, and organizational level. Our clients see our research, evaluation, and planning as an opportunity to improve and leverage that knowledge into stronger programs and a more robust resource base.

Who we are looking for

H+Co seeks to hire a Research Associate to continue to develop and advance our growing Early Childhood practice area. This person would manage initiative-level evaluations (i.e., groups of program pursuing common outcomes) and serve as one of the company's content specialist for early childhood programs. He/She would work with different project directors including the Vice President.

You are someone with deep knowledge in the broad spectrum of early childhood development. You may have a specialty in a specific area of child development, but you can speak confidently and knowledgably about key research and approaches to evaluating early childhood health, development, and education programs. Through either personal experience in a social service organization or your close partnerships with nonprofits, you understand the complexities, difficulties, and challenges of providing early childhood services.

Those you have worked for say that you are supremely adept at developing professional relationships—able to leave your ego behind to ensure that the project is successful. You are able to hear what your client needs and transform that into a creative, workable plan that strengthens client understanding of their own processes and programs. Your communication is clear, accessible, and understandable to those without the same technical experience. You are prepared to negotiate challenging personalities, complex politics, and above all, remain cool and collected. You look for innovation and opportunities to leverage knowledge both for your own project and for your colleagues.

Specifically, you bring:

- A Masters or higher in childhood development, education, sociology, psychology, evaluation, public policy, or other related field
- Broad methodological “toolkit” including creative approaches to qualitative and quantitative data collection and analysis
- Quantitative analysis skills in SPSS
- Cultural humility and a proven track record of implementing qualitative and/or quantitative forms of data collection with linguistically and/or culturally diverse populations
- A shared affinity for Harder+Company’s participatory and action-oriented approach
- Evaluation experience in early childhood programs and list of projects to highlight
- Outstanding writing skills
- Ability to work with research assistants and effectively delegate and manage their work on your project
- Spanish language fluency (written and spoken) or other non-English language fluency preferred
- Skills in innovative data visualization techniques preferred

Typical physical demands:

- Work on a computer for 6 hours, on average, each day
- Lift and move documents and supplies
- Bend to file and retrieve documents
- Some travel

This position will be based in Harder+Company office in San Diego and will report to the Vice President. Medical, dental, vacation, holiday, and 401k provided. Salaries are negotiated individually depending on experience. Harder+Company is an equal opportunity employer. Information on the company is available at www.hardenco.com.

To Apply: Please submit a resume and cover letter via email to sdjobs@hardenco.com. Type “SD Associate-Eval” in the subject line. This job will be open until filled.