



Want to help social sector clients harness the power of evaluation, strategy, and learning to advance their impact?

Come join our growing team! Engage R+D is currently looking for a Research Consultant preferably in the San Francisco Bay Area or greater Los Angeles region

Who We Are

Engage R+D is a strategic learning and evaluation firm with a passionate and energetic team of 15 diverse professionals who believe in the power of evaluation and research to advance equity and fuel social change. We bring together people, data, and ideas in creative ways to inform strategy and drive results in the social sector. We approach our work with intellectual curiosity, a sense of humility, and grounding in the communities that are ultimately impacted by what we do. Through a collaborative team-based approach, we engage stakeholders in collective problem-solving and strive to draw upon each of our diverse perspectives and strengths. We believe in the importance of a collaborative and intellectually stimulating environment that supports organizational learning and opportunities to strengthen our practice and advance the field. We seek to create the conditions and space for teams to do their best work. We offer competitive compensation packages including paid time off and benefits as well as professional development opportunities and flexible work arrangements. Engage R+D is a California-based virtual consulting firm and team members typically work from home-based offices and co-working spaces.

Who You Are

Engage R+D is seeking a curious and creative person who is passionate about using data and evaluation to improve results and drive social change. You are an experienced evaluator with fluency in qualitative and quantitative methods as well as strong people skills and the ability to engage diverse groups of people in learning and evaluation. You bring outstanding written and verbal communication skills and can translate findings into actionable plans and practitioner-friendly reports. You enjoy working across multiple content areas and tapping into new and innovative approaches.

Evaluation in real-world settings can be messy, but you are comfortable with ambiguity and navigating complex situations. You're able to focus on the big picture while managing the details and identifying solutions. You have strong listening skills and bring cultural humility to the work, seeking to understand and bridge the needs and experience of diverse stakeholders. You actively demonstrate commitment to equity and inclusion by showing respect, humility, and cultural sensitivity in all aspects of your work and interactions. You are adept at working with diverse communities and are able to facilitate inclusive discussions with a range of stakeholders from community residents and nonprofit leaders to foundation and public sector staff. You thrive in an entrepreneurial and team-driven environment. Finally, you're enthusiastic about contributing to a young and innovative organization.

What You'll Do at Engage R+D

Research Consultants design, manage, and execute multi-faceted projects for philanthropic, non-profit, and government clients. Research Consultants are responsible for client-facing work that spans the full life cycle of the project from scoping, design, data collection and analysis to reporting and facilitating learning sessions with clients and community stakeholders. We value contributions from all team members to strengthen internal operations, infrastructure, and organizational well-being.

Qualifications include:

- **Advanced degree (i.e., Master's degree or higher) in social or behavioral science, public policy, or related area**
- **5+ years of experience applying research, planning, evaluation, and community engagement skills ideally within a consulting environment**
- **Commitment to center and advance equity in evaluative practice**
- **Experience managing projects and implementing multi-faceted work for philanthropic, non-profit, and/or government entities**
- **Ability to navigate change, ambiguity, and complex projects**
- **Comfort working remotely**
- **Fluency in other languages, particularly Spanish, is a plus!**

Essential Functions & Duties

- **Project management and research support:** As a core team member you'll serve on multiple project teams, playing various roles from analyst and learning partner to project manager or lead on streams of work. As a project manager, you'll work closely with project directors and team members to co-design and implement work plans, collect and analyze data (qualitative and quantitative) and support the production of high-quality, actionable products. You'll also be actively involved in efforts to facilitate and engage diverse stakeholders in co-creation, sensemaking, and shared learning.
- **Organizational contributions:** You'll have ample opportunities to contribute to our organizational development and success by participating in team retreats and workgroups focused on business development, organizational learning, communications, field building, and strengthening internal infrastructure. If you're seeking opportunities to shape organizational culture and explore innovative approaches with like-minded colleagues, this is the place for you!

Compensation

We offer a competitive compensation package and create a workplace where everyone has the opportunity to thrive. The starting salary range for this position is \$80,000 - \$100,000 and benefits include, but are not limited to:

- Health insurance for employee with a range of provider options and tiers as well as full dental and vision
- 401(k) retirement plan with employer contribution
- Paid Time Off (PTO) of six weeks during the first year (inclusive of sick, federal holidays, and vacation time)
- Professional development funds (\$1,500 annually)
- Wellness benefits including a monthly stipend for gym membership or wellness activities
- Equipment and monthly phone stipend for virtual home office

How to Apply

If you are interested in joining our team, please send a cover letter and resume to careers@engagerd.com. In your cover letter, please address the following five questions:

- **What makes you interested in Engage R+D?**
- **What aspects of your previous experience have prepared you for a position with us?**
- **What does it mean for you to have a commitment to equity and how would you see yourself demonstrating it at Engage R+D?**
- **What skills could you bring to Engage R+D that may not be apparent from looking at your resume or career history?**
- **How did you hear about Engage R+D?**

Engage R+D is an Equal Opportunity organization with a strong commitment to equity, diversity, and inclusion. We welcome applications from all, and strongly encourage individuals underrepresented in the workforce to apply.