

GROUP HEALTH FOUNDATION

Research Director Washington State position description

ABOUT US

Group Health Foundation is a growing 501(c)(4) philanthropic organization committed to partnering with communities across Washington State to shape and accelerate efforts to improve health equity and advance community aspirations for a vibrant, healthy future in Washington. We are hiring a **Research Director** to join our expanding team.

Cultivating a staff team that embodies the diverse experiences of Washington communities is essential to these aspirations. We strongly and sincerely encourage applications from people of color; immigrant, bilingual, and multicultural individuals; d/Deaf people and people with disabilities; members of LGBTQIA+ and gender non-conforming communities; and people with other diverse backgrounds and lived experiences.

To learn more about our work, our approaches, and our values, please visit our [website](#).

POSITION SUMMARY

The Research Director will join the Learning and Community Engagement team in service of community organizations working for equity, racial justice, and systems change in Washington state and beyond. The Foundation is committed to learning practices that are rooted in our values and accountable to communities most impacted by inequities. We are seeking a Research Director to lead these efforts by centering relationships with grantees, resourcing existing and emerging research efforts, partnering with grantees to co-design research projects, and leading a range of learning and evaluation work aimed at advancing the long-term and collective vision of our grantees. The Research Director will lead the Foundation's implementation of research efforts that align with our framework for [Information, Learning and Evaluation](#).

The Research Director will report to the Vice President of Learning and Community Engagement. The Research Director will be part of a team that works across departments to support Foundation-wide learning. The Research Director will supervise a Program Associate who will provide administrative and project management support.

This is a full-time, exempt position that can be located remotely (within Washington) or at any of our offices. We currently have an office in Seattle and will be opening offices in the Tri-Cities and Tacoma in 2022. Some early morning, evening, and weekend hours will be required, and regular statewide and regional travel should be expected. All employees participate in our offsite retreats, which often require travel and overnight stays.

PRIMARY RESPONSIBILITIES

- Direct the Foundation’s research efforts – including identifying research questions in partnership with grantees, co-designing methodologies, setting budgets and timelines, and amplifying findings
- Build relationships with grantees and community organizations to support research efforts that center their needs and priorities
- Collect and analyze data and formative assessments to generate ideas and hypotheses to be explored through strategic initiatives and funded programs
- Guide the implementation of the Foundation’s evaluation practices, ensuring alignment with our values and assessing our long-term impact
- Support Foundation staff in the design of evaluation plans at a program or initiative level
- Work with grantees to co-design metrics aimed at measuring long-term impact
- Identify and disseminate emerging trends in the sector, relevant case studies, and other topics of interest related to the Foundation’s work, including projects aimed at informing the field of philanthropy
- Prepare learning and evaluation memos, briefs, reports, and presentations in a variety of formats to engage a diverse range of constituents (e.g., board members, community leaders, partners)
- Build and maintain relationships with research and evaluation partners, regionally and nationally
- Guide the team to conduct relative literature reviews and background research, and synthesize and present findings, in response to learning questions and organizational strategy needs
- Contribute one’s own ideas, perspectives, and lived experiences to the emerging culture of the Foundation
- Assume other responsibilities and explore new opportunities that arise with the evolving needs and aspirations of the Foundation

QUALIFICATIONS

- A deep commitment to equity and social justice, and strong alignment with our organizational values
- Ability to authentically connect the Foundation’s mission and aspirations with one’s own personal experiences
- Demonstrated ability to cultivate relationships and work effectively and respectfully with politically, ideologically, culturally, and geographically diverse people and communities
- Minimum of ten years leading research efforts that support communities most impacted by inequities, using data, stories, and analysis to catalyze systems change efforts
- Demonstrated knowledge of research methodologies including survey development, interviews, and case studies
- Demonstrated ability to work with large public data sets, including the Census and other federal, state, or local data sets and a commitment to share that data with community members
- Ability to co-design research projects that center communities’ priorities
- Experience using research methods that center communities and move organizing efforts forward, including participatory action research, or working with groups to amplify their data using maps, stories, or graphics
- Experience bridging relationships between community organizations and research institutions in a way that addresses inherent power dynamics to ensure the vision and experience of community organizations are centered
- Experience working closely with communities across the state who are most impacted by structural inequities

- An understanding of the foundational role that racism, ableism, sexism, and other forms of oppression play in perpetuating inequity
- Experience with various equity, justice, and power-building strategies, including a demonstrated ability to connect with these issues on a personal and organizational level
- Humility and curiosity, and an understanding of how these qualities are connected to success in this role
- Demonstrated capacity for self-reflection
- Strong verbal, non-verbal, and written communication skills combined with the ability to listen deeply and authentically
- Proficiency with Microsoft Office (Outlook, Word, Excel, PowerPoint, and SharePoint) and Adobe (Acrobat DC) and ability to adapt to new technologies
- Willingness to take part in occasional meetings and events outside of core business hours
- Enthusiasm for traveling throughout Washington and engaging with communities that may be different from your own (travel is estimated at 15-25% for this position)

COMPENSATION

In addition to a positive and flexible work culture, we attract, retain, and motivate exceptional people with an equitable and competitive compensation package. Salary ranges are set according to an explicit compensation policy, and relevant data are reviewed when setting ranges for each position. The anticipated starting salary range for this position is \$150,000 to \$200,000. A compensation enhancement is provided to employees with indigenous or advanced language proficiency in more than one language that they utilize to advance the Foundation's work across Washington. We offer a comprehensive benefits package that includes fully paid medical/dental/vision coverage for employees and dependent children (and partial coverage for partners and spouses), a 10% retirement contribution, generous and flexible paid time off, paid family and medical leave, a transit pass (where available), and support for ongoing professional development.

TO APPLY

Please submit your resume and a cover letter expressing your specific interests through our [online application portal](#). Priority will be given to applications submitted by **Friday, January 28**. You will receive an automatic acknowledgment of your application once you submit your materials, and you can expect updates from the Foundation every two to three weeks once the priority deadline has passed.

We are committed to creating conditions where all candidates are able to fully express their talents and potential and invite you to let us know if there are any accommodations that we can provide to support you in your pursuit of this role.

Thank you for your interest in joining Group Health Foundation!