Title: Managing Director, Research
Location: Flexible, NYC preferred
Application Process: Applications will be reviewed on a rolling basis

The Role
Teach For America is reinventing its programmatic work with applicants, corps members, and alumni. As MD of Research, you’ll help formulate learning questions that challenge or confirm fundamental assumptions about our program. You’ll lead rigorous quantitative and qualitative research and manage 1-2 researchers to generate learnings to these questions, which will in turn drive our programmatic redesign. Your work will ensure that our corps members and alumni are equipped to empower and foster the leadership of the students and communities with whom we work.

The Team
The Innovation and Org Learning team is on the hook for leading research and innovation that improves Teach For America’s work with its corps members and alumni. Eliminating education inequity means constantly addressing issues of race and dominant culture, so we approach our research considering oppression or liberation – understanding that our research can push towards liberation for children or maintain their systemic oppression.

Research questions we’re working on or plan on taking on include <not exhaustive>:
- Does racial bias on teacher certification exams exist for Teach For America incoming corps members? What interventions could we pilot to address such bias?
- Does reflection on input gathered from student surveys help corps members get better faster?
- How is Teach For America’s pilot development program with junior admitted applicants working? What can we learn from this pilot as we overhaul the full TFA program?
- Can we develop a measure of culturally-responsive teaching and incorporate it into a comprehensive framework of teacher effectiveness measures?
- How effective is our model of “teacher-coach” led development? What changes should we consider to this model to maximize teacher development?
- What changes can we make to our admissions approach to better evaluate candidate strengths and weaknesses that predict efficacy as a corps member and as alumni?

Primary Responsibilities
- Co-create and co-lead research agenda that helps TFA significantly improve its programmatic work with applicants, corps members, and alumni
- Create and implement research cycle (from problem definition, research design, analysis, and synthesis) for projects that drive towards that research agenda
- Manage and develop 1-2 researchers who will lead critical research projects
- Conduct quantitative and qualitative analysis (e.g. data analysis, interviews and focus groups, case studies, scan external research base)
- Synthesize research findings into clear learnings that are accessible and actionable for the broader Teach For America and external community

Candidate Profile and Experience Prerequisites
Prior Experience
- 8-15 years of work/academic experience
- Significant experience conducting quantitative and qualitative research using multiple research methods and approaches
- Demonstrated experience working with robust data sets and conducting complex analysis
- Distinctive impact/progression of increasing responsibility in previous work
- Teach For America alumni preferred but not required

Skills/Knowledge/Approach to Work
- Strong data analysis skills required (e.g., use of STATA, R or similar) and qualitative analysis skills (e.g. focus groups, interviews, etc.)
- Demonstrated cultural competence, critical consciousness, and ability to work across lines of difference
- Working understanding of historical roots of education inequity and ideally experience connecting that understanding of history into your research
- Deep critical thinking and problem solving skills, driven by clear, rigorous logic
- Ability to manage and prioritize portfolio of research projects at various stages
- Strong ability to communicate research findings to non-experts, so that your work drives real changes in human behavior and actions
- Skilled people developer - your colleagues should describe you as a strong coach and someone who deeply cares about people
- Deeply invested in and inspired by Teach For America’s core values and understands that the work that we do has an extraordinary impact on teachers & children

**Work Demands**
- Working with colleagues who are based all over the country – using remote technologies (e.g., WebEx)
- Able to travel about once per quarter

**Apply Now**
To be considered for this role, submit a resume along with your application.

**Benefits and Salary**
Salary for this position is competitive and depends on prior experience. In addition, a comprehensive benefits package is included. Learn more at [www.teachforamerica.org/about-us/careers/employee-benefits](http://www.teachforamerica.org/about-us/careers/employee-benefits).

**Anti-Discrimination Policy and Commitment to Diversity**
Teach For America seeks individuals of all ethnic and racial backgrounds to apply for this position. We are committed to maximizing the diversity of our organization, as we want to engage all those who can contribute to this effort. Learn more about our diversity on staff: [www.teachforamerica.org/about-us/careers/life-at-tfa/diversity-and-inclusiveness](http://www.teachforamerica.org/about-us/careers/life-at-tfa/diversity-and-inclusiveness).

This job description reflects Teach For America's assignment of essential functions and qualifications of the role. Nothing in this herein restricts management's right to assign, reassign or eliminate duties and responsibilities to this role at any time.