

Senior Director of Research

Girls for Gender Equity

The Details

Location: Brooklyn, NY (remote candidates welcome)

Start Date: February 2022

Salary Range: \$90,000 - \$100,000 + Benefits

Reports To: Chief Program Officer

The Opportunity

As Girls for Gender Equity (GGE) approaches its 20th year and moves toward growth and larger strategic initiatives, the need to develop creative and effective ways to improve functioning, procedures, protocols and planning is critical. The Senior Director of Research will support organizational efforts in publication and thought leadership, bolster an effective cross-team research agenda, and to lead monitoring, evaluation, and learning efforts.

Your Day-to-Day

35% - Research & Publications

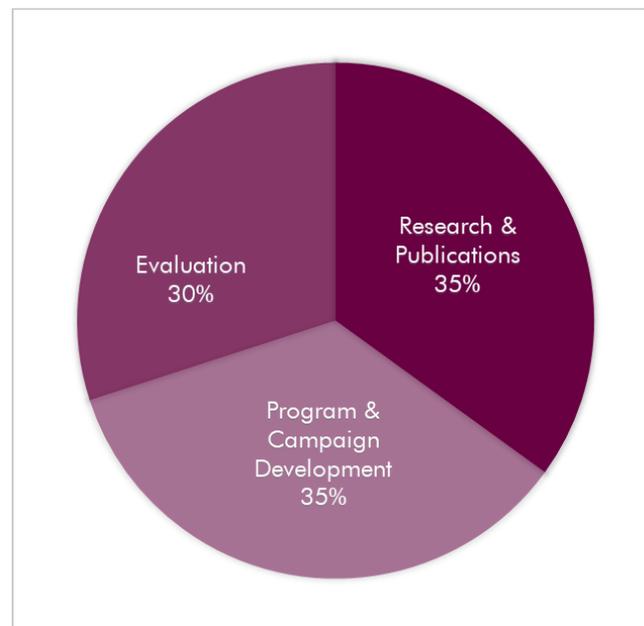
As SDR, you will lead the creation of a short-, medium- and long-term organizational research agenda that centers the voices and needs of Black girls. You will work closely with the Chief Program Officer to refine and socialize definitions of common working vocabularies to ensure common understanding and precision of language in our work. You will serve as a technical expert on the development of fact sheets, reports, white papers, and other collateral materials, working to develop and maintain research protocols and processes to ensure an organization-wide approach to research is intersectional and rooted in a social justice framework

35% - Program & Campaign Development

You will collaborate with the Leadership Team to refine and strengthen programs and campaigns design to ensure a foundation in best practice. You will train and develop staff on gathering and using qualitative and quantitative data, including cross-analysis. In this capacity as a leader, you will ensure that the GGE research agenda is incorporated into funding proposals; identify and pursue research-focused funding opportunities; as well provide input into donor proposals and reports, board reports, and other reporting as needed.

30% - Evaluation

A critical aspect of your role will be to design and implement robust monitoring, evaluation, and learning framework that allows GGE to accurately measure our impact as well as draw actionable lessons learned. As Senior Director of Research, you will work closely with the CPO to ensure alignment of organizational approach to organizational mission, vision, and theory of change. Key priorities Spearhead both qualitative and quantitative research and evaluation projects, such as surveys, to ensure holistic feedback and input from program participants, alumni, staff, partners, and other stakeholders.



The Skills You'll Need

Success in the Senior Director of Research role will require a deep commitment to GGE's mission and core values and deep experience as a strategic, data-driven thought partner in nonprofit environments. The ideal candidate will also bring the following skills, attributes, and experiences:

- Expertise in a variety of qualitative and quantitative research methods and frameworks
- Strong writing and communication skills with the ability to organize and communicate ideas in a clear, succinct, and accurate manner
- Ability to translate complex social science concepts into key takeaways for diverse audiences
- Demonstrated experience with project management, particularly with inter-related projects and competing deadlines working with multiple stakeholders
- Ability to work independently and across teams
- Ability to multitask and assess priorities, with a keen sense of organization and time management
- (Preferred) Track record of publishing or authorship of research

The People

In this role, you will report to the Chief Program Officer. You will supervise or manage junior staff and interns on research projects; act as a resource to other team members during the development and implementation of initiatives. The role will frequently collaborate with the GGE leadership team and both internal and external stakeholders.

The Organization

Girls for Gender Equity (GGE) is an intergenerational advocacy organization committed to the physical, psychological, social, and economic development of cisgender (cis) and transgender (trans) girls and women of color and gender non-conforming/non-binary (GNCNB) youth of color. GGE challenges structural forces -- racism, sexism, transphobia, homophobia, economic inequality -- that work to constrict the freedom, full expression, and rights of trans and cis girls and young women of color, and GNCNB youth of color.

GGE's work is grounded in intersectional Black feminism, positive youth development, strengths-based, eco-systemic social work practice and popular education theory. Our theory of change articulates our efforts to cultivate a culture and environment in which cis and trans girls of color and GNCNB youth of color are equitably supported to live free, self-determined lives; eradicate institutionalized barriers to gender equity; and dismantle all systems of oppression. We ultimately believe in and work toward world where cis and trans girls of color and gender non-conforming/non-binary youth of color are free.

The Next Steps

This search is being led by Candice Durham and Emelyn Guevara of [Imagine Consulting](#). We are a talent and recruitment firm specializing in placing high-impact people in high-impact roles. Interested candidates should click the link below to apply. If you have questions or need support completing the application, please reach out to our team at careers@imagineimpactllc.com.