

## Senior Associate for Strategy and Organizational Effectiveness

Community Science's mission is to help build the capacity of organizations and institutions to develop healthy, just, and equitable communities. We study and promote equitable community and system change. Our evaluation and research services are designed to develop the knowledge necessary to address social problems in a way that benefits all communities. Our other primary services include research and evaluation, strategy development, capacity-building products, and assistance such as consultation, training, webinars, applications, and guides for practitioners.

The **Strategy and Organizational Effectiveness Senior Associate** position is a role (**local or remote**) that will work closely with our team in Bethesda, MD. This role requires someone who is passionate about supporting equitable communities and systems change and advancing racial and gender equity through powerful strategies, strong leadership, and effective organizations. Competencies and experience are expected in strategies that are informed by data and approaches tailored to populations experiencing disparities and inequities. Expertise specifically in strategy design and improvement, organizational change, group processes, and facilitation that is attentive to culture and power differences. In this role, you'll use your expertise to work with a team to assess organizational needs, to develop a continuous learning and evaluation system to assess the impact of improvements, and to provide our clients with a holistic view of their organization to transform their policies and practices with equity at the core. You will also assess how change may impact an organization's goals, business model, structure, processes, and partnerships to develop an effective change strategy. Your ability to understand the effects of change in an organization and approaches to mitigate challenges that undergird inequity is paramount to helping our partners and clients achieve success.

We lead with integrity and honesty in our scientific and practice-based methods. Our priority is to advance equity and justice by transforming foundations, government agencies, and nonprofits nationwide and beyond through our work.

### **Responsibilities:**

- Lead projects that will improve client's capacity to promote equity and inclusion within its organization and their work.
  - Develop new business opportunities in this practice area.
  - Understand the client's business to design effective organizational change strategies.
  - Design and direct approaches for strategy improvement and organizational change management with attention to racial and gender equity
  - Develop processes and procedures for monitoring strategy implementation and outcomes as well as organizations' goal attainment in service of racial and gender equity.
  - Design and direct approaches for assessing the organizations' existing capacity, readiness, and effectiveness, and right-size solutions.
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- Ability to develop and strengthen a leadership strategy that centers equity.
  - Ability to identify risks and resistance to change and transform conflicts.
  - Engage stakeholders inside and outside organizations through interviews, focus groups, and other participatory activities.

- Develop business case analyses, value propositions, strategic plans, future state roadmaps, implementation plans, and action plans.
- Design, lead, and facilitate workshops, trainings, group processes, and strategic planning and improvement sessions.

## **Qualifications**

### **Required:**

- Doctoral or Masters in a social science or equivalent certification in organization change management and group facilitation and a minimum of ten years of relevant experience.
- Experience in a professional services or consulting organization, including identifying and developing business opportunities.
- Strong facilitation, change management, and capacity building competencies and experience in strategies that are informed by data.
- Experience in application and improvement of existing and emerging racial and gender equity frameworks and their integration into systems change solutions.
- Knowledge and skills in adult education and human-centered design techniques with attention to cultural, language, and power differences
- Ability to direct and implement a set of actionable organizational change and leadership plans.
- Experience with project management and leading teams and guiding younger and emerging professionals toward a project outcome.
- Strong communication written and verbal skills with audiences of all types.
- Experience in conducting this type of work is with nonprofit, government, and/or philanthropic organizations as a partner, trusted advisor, and consultant.
- Ability to travel.

### **Preferred:**

- Ability to ramp up quickly in new subject matter areas and engage and partner with subject matter experts.
- Certifications in group facilitation, change management, strategic planning, organization development, performance management, and related functions.

### **Salary and Benefits:**

Community Science offers a competitive total compensation package that, for this position, includes base pay with an annual target between \$150,000 and \$175,000 (negotiable, based on qualifications), along with a comprehensive benefits program. Community Science's benefits include health, dental, prescription drug and vision plans; retirement plan with company match; paid vacation, sick leave and holidays; opportunities and an extensive professional development program that includes funding and other opportunities.

Community Science is an equal opportunity employer. We are committed to a culturally diverse staff to enhance our ability to work with different communities.