Bright Research Group is recruiting Senior Consultants to partner on a variety of research, evaluation and capacity building projects within our health equity and community safety portfolios. Our current clients include a mix of public health agencies, private foundation-funded efforts, community-based organizations and community coalitions, primarily within the Bay Area, with a few national projects.

We are seeking Senior Consultants with a minimum of seven years of experience leading evaluation and research projects, conducting community research and engagement activities, designing trainings and input processes, and advancing social justice and health equity through systems change strategies. Opportunities are available for full or part-time employment, as well as contract-based work.

About Us

Bright Research Group

Founded in 2010, Bright Research Group (BRG) is a community-centered design and research firm based in Oakland, CA. Our mission is to help social impact efforts become more responsive to the needs, preferences, behaviors, strengths, and voices of consumers and communities. A women and minority-owned firm and a certified small, local emerging business in Alameda County, we hold a specific organizational commitment to advancing social equity for African American, Latino and low-income communities. We recently celebrated our ten-year anniversary, and have exciting opportunities across our portfolios of work due to strong demand for our services.

Our Health Equity Work

BRG advances systemic change within health systems, non-profit organizations and government agencies by addressing structures that perpetuate health inequities. We use the tools of research and evaluation to support health equity initiatives in learning about their target communities, increasing their capacity to use community and participant data to inform their strategies, and aligning their investments to support community and participant-led initiatives. Our health equity portfolio focuses on efforts designed to change the policies, systems, environments, investments, and partnerships that promote and create healthier communities. Some examples of our current projects include:

• Providing research and evaluation to whole person care projects focused on homeless residents and other high utilizers of the public health, psychiatric emergency, and other public services.
• Evaluating and providing coaching/training to community coalitions aimed at reducing the harms of tobacco to youth and Black communities
• Evaluating a national health equity initiative aimed at addressing the social determinants of health

Our Community Safety & Systems Change Work

BRG partners with public agencies, philanthropies, community coalitions, and community-based organizations that are working to re-envision community safety, interrupt the harm caused by incarceration, build racial justice movements and re-imagine policing and law enforcement. Our services include training and capacity building, community engagement, and evaluation. BRG designs and implements trainings and fellowships that support the professional development of people with lived experience so that they can participate in and benefit from the social impact and human services
Senior Consultant

BRG also facilitates community engagement activities and learning experiences for public systems, including health departments and criminal justice agencies so that they may learn from and align their investments with the needs and strengths of communities. Finally, BRG evaluates the impact of and lessons learned from philanthropic investments aimed at advancing racial and social justice. Some of our current projects include:

- Developing a learning agenda for a local violence prevention fund to a grantee network of 30 organizations
- Facilitating a fellowship for Black people impacted by the criminal justice system to reduce the misuse and overuse of jail
- Evaluating a racial justice investment in California to support narrative change around boys and men of color

**Position Description**

**DUTIES**

Senior Consultant duties will vary depending on interests, experience and project requirements. Potential duties include:

**Research & Evaluation**

- Design and conduct outcome and process evaluations, community research projects, and evaluation capacity building projects
- Lead qualitative research projects, utilizing consumer, participant, and community research methods that integrate ethnographic methods, behavioral science, and critical race theory
- Conduct qualitative analysis of data, with an eye towards generating actionable insight
- Develop reports of findings, PowerPoints, briefs, and videos to convey findings and results.

**Community Engagement**

- Design and execute community input sessions, focus groups, town halls, pop-ups, and other community engagement and partnership experiences
- Develop and test innovative community research methods with impacted communities
- Lead collaborative analysis and preparation of reports of findings, videos, and other reporting methods.

**Training and Facilitation**

- Design & facilitate assessments to understand the training and learning needs of BRG clients and develop training plans/learning agendas focused on skill development
- Conduct trainer research and collaborate with trainers on agenda and curriculum development
- Design and develop learning agendas to support peer professionals, residents, and consumers to participate in the social and human services sector
- Design and develop learning experiences, trainings, and fellowships that enable systems to learn from impacted communities
Qualifications

Required Education
Law Degree or Masters Degree in Public Health, Public Administration, Criminal Justice, Organizational Leadership/Change, or Public Policy, and a minimum of 7 years of experience leading evaluation and research projects, conducting community research and engagement activities, designing trainings and input processes, and advancing social justice and health equity through systems change strategies.

Required Skills and Experience

• Advanced training, facilitation, and research skills
• Advanced training in qualitative methods and experience conducting qualitative research, community input, and community engagement, using an empowerment lens
• Experience designing curriculum with trainers, facilitators, and instructors on curriculum development
• Exceptional writing skills, and experience developing reports for a variety of audiences, especially external funders/general public and internal client stakeholders.
• Project management experience, including ability to develop and track workplans and meet deliverables under a tight timeline.
• Content knowledge in public health, prevention, community health, and/or social determinants of health.
• Exceptional client management and communication skills.
• Understanding of the impact of anti-Black racism and systemic racism on Black and Latino communities, public policy, and government agencies.
• Experience with publicly or privately funded initiatives to advance racial justice for Black, Latino and low-income communities using systems’ change strategies
• Knowledge of and experience with California’s diverse populations and communities and a strong commitment to racial and social justice

Compensation

$105,000-$130,000 FTE, or competitive hourly rate for contractors

To Apply

If you are interested in working with us, please send a brief cover letter and resume to admin@brightresearchgroup.com Please include a short description (1-2 paragraphs) of your project interests and relevant work experience.

We will be reviewing applications on a rolling basis through January 22, 2021.

Bright Research Group does not discriminate on the basis of race, ethnicity, gender, religion, or sexual orientation and strives to create an inclusive and diverse workplace. People of color are strongly encouraged to apply.