Bright Research Group is recruiting a Senior Research Associate to conduct qualitative community research and engagement, capacity building and evaluation of social impact investments whose aim is to advance equity and racial justice for Black, Latino and low-income communities. Our current portfolio focuses on health equity, criminal justice reform, movement building for racial justice, re-imagining policing, and the creation of schools, systems, and communities that are healing and culturally relevant. Bright Research Group is a cutting-edge, women and minority owned and staffed consultancy based in Oakland, CA. Our mission is to support social impact efforts to become more responsive to the strengths, preferences, and behaviors of target consumers and communities. Our clients include public systems/government agencies, private foundations and non-profit organizations.

**Position Description**

**DUTIES**

- Assist with the design of evaluations
- Develop data collection protocols for qualitative research activities
- Coordinate research activities, including scheduling and planning of field research activities
- Conduct qualitative research (observations, focus groups, and key informant interviews) with low-income, African American, and Latino consumers and residents
- Facilitate community meetings, focus groups and other consumer research/community engagement activities
- Conduct analysis of quantitative and qualitative data
- Conduct reviews of the literature on a variety of topic areas in the areas of health, human services and criminal justice reform; write literature reviews
- Develop and facilitate trainings; provide coaching to support participatory action research projects, community organizing towards policy change, and improved capacity to use data for learning
- Synthesize and summarize research and evaluation results; prepare preliminary findings; develop PowerPoints, reports, and briefs to communicate findings to external audiences
- Represent Bright Research Group at client meetings and communicate progress towards deliverables
- Develop project workplans and manage evaluation projects through design, data collection, and reporting phases.
- Support Bright Research Group fellowships, trainings, and learning experiences.

**Qualifications**

**Required Education**

- Masters Degree in Public Health, Public Administration, Public Policy, Anthropology, Sociology, Liberal Arts, or other relevant field and at least seven years of similar work experience.
- A doctoral degree may replace two years of experience
- Participation in the Perez Research Fellowship may replace one year of experience

**Required Skills and Experience**

- Commitment to social equity and justice
- Seven years of experience conducting qualitative research such as interviews, focus groups, observations and other ethnographic study, preferably within a non-profit organization, government agency, university or consulting firm
Prior training on quantitative and qualitative analysis
• Proficiency in Microsoft Office Suite
• Strong typing skills- ability to type and interview at the same time
• Strong oral and written communication skills
• Ability to manage work, self-start and work independently
• Ability to analyze and synthesize complex information
• Ability to work as part of a team
• Bilingual Spanish, strongly desired

Desired Skills and Experience
• Knowledge of and experience with publicly or privately funded social impact investments in the areas of public health, community health, early childhood mental health, violence prevention, consumer and family driven care, youth development, movement building, and policy change.
• Primary knowledge of and/or experience with Black, Latino, and/or Indigenous communities strongly preferred
• Passion for improving the lives of low-income and historically underserved communities

Compensation
$78,000- $92,000 DOE FTE
This position is flexible- part to full time available.
Health insurance, 401K, and other benefits available to full time employees.

Performance Metrics
• Maintain 85% billable hour targets unless otherwise agreed upon
• For assigned deliverables, perform tasks within budget
• Meet BRG style and quality guidelines

To Apply
Please submit a cover letter and resume to admin@brightresearchgroup.com. 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.