



Who We Are

Kaye Implementation & Evaluation, LLC was established in 2012 to conduct research and evaluation in the service of children, youth and families. We are a growing team of dedicated professionals with training and experience in the social services and social science. Our team is committed to supporting our partners to advance practice and outcomes through high-quality implementation, research, and evaluation.

What We Do

We partner with child, youth, and family-serving organizations and their stakeholders to support programs to reach their intended outcomes. Our collaborative approach includes:

- Listening to our partners to understand context and the organization's goals.
- Identifying rigorous and innovative methods that meet our partners' needs.
- Discussing evaluation strategies with partners and making decisions together about how best to achieve evaluation goals.
- Valuing diversity of individuals, perspectives, and expertise.
- Integrating research and evaluation practices that are culturally responsive and equity-focused.
- Working alongside partners throughout study design, execution, interpretation, and reporting to ensure that all evaluation activities are grounded in practice.

Our Partners

Kaye Implementation & Evaluation partners with agencies and organizations that reflect diverse communities across the country. We help our partners to explore needs and identify solutions, build evidence about their intervention models, and/or gather data about how to improve implementation and outcomes. Our partners have included: federal, state, and local government agencies; national and local foundations; organizations that provide training and consultation to advance evidence-informed or promising practices; and community-based child and family serving agencies.

Our Team Approach

We strive to provide our employees with opportunities to grow, explore, and excel in a virtual, flexible, team-oriented workplace. We work together to deliver accessible and innovative evaluation services to our partners that exceed expectations and add value to their work with children and families. Employees work independently and as part of a virtual team that meets in person on a periodic basis. We value life outside of work and are committed to ensuring the wellness of our team in addition to improving the lives of others. We strive to be a challenging, rewarding, and fun work environment that encourages curiosity and initiative and rewards teamwork and a commitment to grow and learn.

The Position: Research Associate/ Senior Research Associate

KI&E is seeking a highly skilled Research Associate or Senior Research Associate to join our team. We are looking for an eager, curious, and collaborative team member that is dedicated to improving the lives of children, youth, and families through the use of data, research, and program evaluation. Research Associates at KI&E provide general and specialized expertise as members of multiple project-specific teams assembled to meet the unique needs of each evaluation study. A Research Associate may lead a study component or an entire project. A Senior Research Associate also serves as the lead methodologist in one or more areas for the company, develops the technical skills of team members, develops and manages new business opportunities, and assumes responsibility as the principal investigator on one or more projects. The Research Associate/ Senior Research Associate will share accountability for high-quality work with the project team.

The Research Associate will play a pivotal role in designing and performing rigorous and useful evaluation of social service programs. Specific responsibility areas include:

- Approaching research with humility, respect, and commitment to cultural responsiveness and equity.
- Closely collaborating with team members, partners, and stakeholders throughout the life of a project.
- Effectively communicating with project team members, partners, and stakeholders.
- Proposing methods/measures, designing research protocols, and contributing to evaluation plans.
- Performing and/or facilitating data collection, entry, and/or transcription.
- Efficiently managing and meticulously preparing data for analysis.
- Conducting sound qualitative analyses (e.g., thematic analysis) and/or quantitative analyses (e.g., descriptive, inferential, predictive) to answer questions of interest.
- Presenting data in easy-to-interpret tables, charts, graphs, exhibits, and infographics for diverse audiences.
- Collaborating with team members to develop clear and user-friendly professional reports, articles, and presentations that are designed to help our partners and their stakeholders understand and apply meaningful findings.
- Teaming to ensure that all project deliverables are completed on time and meet or exceed expectations.

Additional responsibilities of the Senior Research Associate include:

- Supporting team members to approach research with humility, respect, and commitment to cultural responsiveness and equity.
- Leading the methodological design of studies to answer questions in a way that is rigorous, culturally responsive, and equity-focused, while meeting client's needs.
- Selecting methods and measures, designing and testing research instruments, and developing, implementing and monitoring evaluation plans.
- Overseeing evaluation procedures to ensure research integrity.
- Building the capacities of team members and partners to collect, analyze, interpret, and use data.
- Reviewing final deliverables to ensure quality, completeness, and accuracy.
- Developing and leveraging professional networks to disseminate work with KI&E and/or generate new partnerships.
- Leading and contributing to proposals for new projects or funding.

This is a full-time remote position with occasional travel (approximately 4-8 trips per year) to participate in team and project meetings and to deliver local and national presentations. The anticipated salary range for this position is \$80,000 - \$125,000 with employee benefits.

Kaye Implementation & Evaluation values diversity and lived experience. We are an Equal Opportunity Employer and do not discriminate on the basis of race, ethnicity, color, religion, national origin, age, veteran status, marital status, sex, sexual orientation, gender identity, or any other protected status under applicable law.

This Job is Ideal for Someone Who is...

- Mission-driven – finds purpose and meaning in research/evaluation that helps people
- Collaborative – strives for individual and team success
- Curious – eager to learn, grow, and explore
- Analytical – applies critical thinking and research skills when solving technical and complex problems
- Detail-oriented – can focus on the details of work and keep the bigger picture in mind
- Intentional & Precise – enjoys the scientific process and excels when rigorously applying it
- Adaptable & Responsive – thrives doing work that is dynamic and evolving
- Organized – able to structure and prioritize tasks
- Conscientious & Gracious – approaches both research and relationship building with humility and warmth
- Savvy – able to deftly navigate competing priorities and multiple interests

Minimum Qualifications for Research Associate

- Graduate degree in social work, sociology, psychology, public health, public policy, or a related human services or social science field
- Two or more years of experience conducting research/evaluation and performing responsibilities that will be expected of this position
- Strong interpersonal skills, including a demonstrated ability to develop and maintain working relationships with team members, partners, and stakeholders
- Excellent oral and written communication skills with the ability to convey and make accessible complex research findings and to develop clear, visually compelling reports for diverse stakeholders
- Demonstrated proficiency conducting analyses, including:
 - Using qualitative analysis software to prepare and manage analysis files by assigning attributes, coding data using a structured methodology, and performing analysis, or
 - Using statistical software, preferably Stata, to prepare and manage analysis files by linking multiple tables using common identifiers, writing syntax for analysis, conducting quality assurance checks, performing descriptive and inferential analyses, or
 - Integrating quantitative and qualitative approaches in a mixed methods study
- Demonstrated expertise using data visualization to present user-friendly information
- Proven organizational, project, and time management skills
- Ability to work on multiple projects effectively, both independently and collaboratively with a team
- Strong commitment to a collegial workplace

Desired Qualifications for Research Associate

- MA/MS with 5 or more years of relevant experience OR PhD with 2 or more years of relevant experience
- Lived expertise as a child, youth, parent, or caregiver engaged with child welfare services, including child protection, family preservation, foster care, kinship care, group care, adoption, independent living or related services
- Demonstrated proficiency conducting qualitative *and* quantitative analyses as described above
- Experience performing program evaluation with public and/or private human service agencies
- Familiarity with participatory evaluation approaches
- Knowledge and application of theories, frameworks, and research methods supporting the implementation of programs and services
- Familiarity with culturally responsive and equitable evaluation principles

- Experience exploring issues of overrepresentation, disparities, bias, and inequity
- Demonstrated expertise presenting study findings in easily consumable and useful presentations, publications, products, and/or other media to meet the needs of target audiences
- Knowledge of child welfare research, systems, programs, policies, and federal monitoring (e.g., Family First Prevention Services Act, Child and Family Services Review, etc.)
- Experience performing analyses using child welfare administrative data sets; for example, experience with CFSR statewide indicators, CCWIS, SACWIS, NCANDS, and/or AFCARS

Minimum Qualifications for Senior Research Associate

- Minimum Qualifications for Research Associate
- 5 or more years of experience conducting research/evaluation and performing responsibilities that will be expected of this position
- Demonstrated ability to independently lead implementation and effectiveness studies from design through execution and final deliverables
- Demonstrated ability to generate new projects/funding through competitive proposals or through extensions of work with previous funders/clients
- Demonstrated ability to ensure research integrity and perform quality assurance of research/evaluation procedures and deliverables

Desired Qualifications for Senior Research Associate

- PhD or doctoral degree in social work, sociology, psychology, public health, public policy, or a related human services or social science field
- Lived expertise as a child, youth, parent, or caregiver engaged with child welfare services, including child protection, family preservation, foster care, kinship care, group care, adoption, independent living or related services
- Experience performing program evaluation with public and/or private human service agencies
- Experience with evaluation co-design and participatory evaluation approaches that elevate and include the perspectives of persons with lived experience
- Demonstrated expertise conducting research and/or evaluation with populations served by the child welfare system
- Demonstrated expertise applying theories, frameworks, and research methods supporting the implementation of programs and services
- Demonstrated expertise conducting culturally responsive and equitable evaluation
- Experience exploring issues of overrepresentation, disparities, bias, and inequity
- Demonstrated expertise presenting study findings in easily consumable and useful publications, products, and/or other media to meet the needs of target audiences
- Demonstrated ability to teach and coach others to conduct and use evaluation
- Experience performing evaluations under contracts with funders
- Knowledge of child welfare research, systems, programs, policies, and federal monitoring
- Familiarity with the Title IV-E Prevention Services Clearinghouse and the CFSR process
- Experience performing analyses using child welfare administrative data sets; for example, experience with CFSR statewide indicators, CCWIS, SACWIS, NCANDS, and/or AFCARS

To apply, please send cover letter and resume or CV to info@kayeimplementation.com.