



Who We Are

Kaye Implementation & Evaluation, LLC was established by Dr. Sarah Kaye 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 approaches and methods that can meet our partners' needs.
- Discussing evaluation strategies 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 equitable.
- 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

We are looking for a qualified, curious, and motivated team member that is dedicated to improving the lives of children, youth, and families through the use of data, research, and program evaluation. The Research Associate provides specialized expertise as a member of one or more project-specific teams assembled to meet the unique needs of each evaluation study. The Research Associate may lead a study component or an entire project. The Senior Research Associate also serves as the lead methodologist in one or more areas for the company, nurtures and develops the technical skills of team members, and assumes responsibilities as the principal investigator on one or more projects. The Research Associate/ Senior Research Associate shares accountability for high-quality work with the project team.

The Research Associate plays 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 throughout the 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.
- 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:

- Leading the methodological design of studies to answer questions in a way that is rigorous, culturally responsive, and equitable, while meeting client's needs.
- 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 up to 15% travel to participate in team meetings and presentations (after established company and community safety standards related to COVID-19 have been met).

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

Minimum Qualifications for Research Associate

- Master's in social work, sociology, psychology, public health, public policy, or a related human services or social science field
- 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 complex research findings and to develop clear, visually compelling reports for diverse stakeholders
- Knowledge and application of implementation science theories, frameworks, and research methods
- Demonstrated proficiency conducting qualitative and/or quantitative analyses, including
 - 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
 - Using qualitative analysis software, preferably MAXQDA, to prepare and manage analysis files by assigning attributes, coding data using a structured methodology, and performing analysis
 - Integrating 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 experience OR PhD with 2 or more years of experience
- Experience performing program evaluation with public and/or private human service agencies
- Familiarity with participatory evaluation approaches
- Familiarity with culturally responsive and equitable evaluation principles
- Experience exploring issues of overrepresentation, disparities, bias, and inequity
- Experience performing analyses using child welfare administrative data sets; for example, experience with CFSR statewide indicators, CCWIS, SACWIS, NCANDS, and/or AFCARS
- Knowledge of child welfare research, systems, programs, policies, and the CFSR process

Additional Minimum Qualifications for Senior Research Associate

- See Minimum Qualifications for Research Associate above
- MA/MS with 7 or more years of experience OR PhD with 4 or more years of experience
- Demonstrated ability to independently lead 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 expertise applying implementation science theories, frameworks, and research methods
- Demonstrated ability to ensure research integrity and perform quality assurance of research/evaluation procedures and deliverables

Additional Desired Qualifications for Senior Research Associate

- See Desired Qualifications for Research Associate above
- Demonstrated expertise conducting research and/or evaluation with populations served by the child welfare system
- Demonstrated expertise conducting culturally responsive and equitable evaluation
- 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

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.

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