



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: Senior Research Associate

We are looking for a highly skilled and collaborative team member who has demonstrated experience building evaluation partnerships, designing and leading meaningful evaluation studies, and using data, research, and program evaluation to improve the lives of children, youth, and families. The Senior Research Associate will serve as the lead methodologist in one or more areas for the company, develop the technical skills of team members, develop and manage new business opportunities, nurture client relationships, and assume responsibility as the principal investigator of a growing portfolio of projects. The Senior Research Associate shares accountability for high-quality work with the project team.

The Senior Research Associate plays a pivotal role in designing and performing rigorous and useful evaluations of child- and family-serving programs. Specific areas of responsibility include, but may not be limited to:

- Approaching research with humility, respect, and commitment to cultural responsiveness and equity—and supporting team members to do the same.
- Closely collaborating with team members, partners, and stakeholders throughout the life of a project.
- Effectively communicating with project team members, partners, and stakeholders.
- Leading the methodological design of studies to answer questions in a way that is rigorous, culturally responsive, and equitable, while meeting client's needs.
- Selecting methods and measures, designing and testing research instruments, and developing, implementing and monitoring evaluation plans.
- Developing and using strategies to ensure research integrity throughout data collection or data sourcing, analysis, interpretation, and dissemination.
- Building the capacities of team members and partners to collect, analyze, interpret, and use data.
- Conducting sound qualitative analyses (e.g., thematic analysis) and/or quantitative analyses (e.g., descriptive, inferential, predictive) to answer questions of interest.
- 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.
- 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 \$105,000 - \$125,000.

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 – enjoys teaming and 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 and precise – enjoys the scientific process and excels when rigorously applying it
- Adaptable and responsive – thrives doing work that is dynamic and evolving
- Organized – able to structure and prioritize tasks
- Conscientious and gracious – approaches both research and relationship building with humility and warmth
- Savvy – able to deftly navigate competing priorities and multiple interests

Minimum Qualifications for Senior Research Associate

- Graduate degree in social work, sociology, psychology, public health, public policy, or a related human services or social science field
- 5 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
- Experience performing program evaluation with public and/or private human service agencies that serve populations who are impacted by child welfare systems
- Knowledge of child welfare research, systems, programs, policies gained through lived or professional experience
- Demonstrated ability to independently lead studies from design through execution and final deliverables
- Demonstrated proficiency conducting qualitative and/or quantitative analyses, including
 - Using qualitative analysis software to prepare and manage analysis files by assigning attributes, coding data using a structured methodology, and performing analysis
 - 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
 - Integrating approaches in a mixed methods study
- Excellent oral and written communication skills with the ability to convey complex research findings and to develop clear, visually compelling presentations and reports for diverse stakeholders
- Demonstrated expertise presenting study findings in easily consumable and useful presentations, publications, products, and/or other media to meet the needs of target audiences
- Demonstrated ability to ensure research integrity and perform quality assurance of research/evaluation procedures and deliverables
- Proven organizational, project, and time management skills
- Ability to work on multiple projects effectively, both independently and collaboratively with a team
- Demonstrated ability to generate new projects/funding through competitive proposals or through extensions of work with previous funders/clients
- Strong commitment to a collegial workplace

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 participant in child welfare services, including child protection, foster care, kinship care, group care, adoption, independent living or related services
- Experience with evaluation co-design and participatory evaluation approaches that elevate and include the perspectives of persons with lived experience
- Experience exploring issues of overrepresentation, disparities, bias, and inequity
- 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
- Demonstrated expertise conducting culturally responsive and equitable evaluation
- Demonstrated ability to teach and coach others to conduct and use evaluation
- Demonstrated expertise applying implementation science theories, frameworks, and research methods

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