



Job Description

Job Title

Director of Research and Evaluation

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Reports To

Chief Executive Officer

Position Description

This position uses their research experience, training, and leadership, to elevate the voices and realities of Latin@ communities. The Director of Research and Evaluation oversees Casa de Esperanza's National Latin@ Network (NLN)'s Research Center on Family and Social Change. The Center will (1) produce knowledge about Latin@ communities' experiences in the U.S. and the multidimensional issue of domestic violence, (2) elevate community-based and culturally specific work through evaluation and research, and (3) support and promote the training and mentoring of Latin@ researchers. Reporting to the CEO, the Director of Research and Evaluation supports the advancement of the NLN in coordination with the Senior Director of Public Policy and the Senior Director of National Training & Technical Assistance.

Functions

1) Program Development and Management

- Oversee strategic visioning and yearly planning for the research center, with flexibility to respond to emerging issues and further the goals of the research center and the NLN.
- Work, with policy and training/TA leadership to ensure annual priorities engage individual/institutional stakeholders from across the country.
- Implement the research center's goals and plan and direct all research and evaluation projects for the NLN.
- Assist in the development of the department budget and monitor related financials as assigned by the CEO.
- Lead original research and evaluation projects in collaboration with external partners.
- Supervise a virtual team of researcher managers, project specialists, consultants and students engaged in evaluation and research activity.



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- Produce and coordinate publications for the NLN including applied research papers, evaluation summaries, articles, fact sheets, surveys, and community-focused publications.
- Collaborate with program teams across the organization as needed.
- Lead the development of grant proposals and funding for research and evaluation specific work. Collaborate in the development process with the Fund Development Director, Grant Management and Finance as needed.

2. Communications/External Relations

- Work with the Communications Manager/Director as needed to ensure quality, consistent and meaningful communications to all members of the National Latin@ Network.
- Expertly communicate to internal and external stakeholders the critical issues and promising practices affecting Latin@ communities.
- Provide timely briefs and strategic information to the CEO and/or Board of Directors as requested.
- Convene and coordinate research events, including quarterly calls with the Research Advisory Council, and roundtables of Latin@ research-practitioner experts.
- Maintain collaborative relationships with national research and evaluation groups.
- Participate in research and evaluation collaborations with other national technical assistance organizations, e.g., the National Resource Center on Domestic Violence, the National Center on Domestic Violence, Trauma, and Mental Health, the Asian and Pacific Islander Domestic Violence Institute, the National Domestic Violence Hotline, the National Network to End Domestic Violence, and the National Council of Juvenile and Family Court Judges.
- Participate in the dissemination of NLN research and evaluation to a variety of practitioner and research audiences, e.g., presenting at webinars, conferences and workshops, writing for the NLN blog, e-newsletter, and other publications.
- Provide individualized technical assistance to other organizations regarding culturally specific research and evaluation.

3. Operational Leadership

- Work with the CEO and other senior leadership to integrate the philosophy, values, and mission of Casa de Esperanza and ensure that organizational priorities are communicated and achieved.



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- Provide direction and leadership to other research and evaluation team members. Support staff development plans and priorities; provide coaching and other support to staff as deemed appropriate.
- Work with other senior leadership to ensure quality coaching and training programs to expand the capacity of all staff are developed and implemented.
- Model leadership to sustain a positive work environment that embodies Latin@ cultural strengths, interdependence, and communalism.
- Other duties as assigned by the Chief Executive Officer.

Qualifications

Education and Experience

- Advanced degree (Ph.D.)
- At least 5 years experience in community participatory research and evaluation
Or
- An equivalent combination of experience and training
- 5 years experience in domestic violence and advocacy

Skills and Abilities

- Bilingual in English and Spanish
- Demonstrated superior skills in effective oral and written communication in English and Spanish
- Ability to manage multiple priorities to ensure work is completed in a timely and effective manner.
- Ability to supervise a staff team and provide guidance to interns or graduate students.
- Ability to model behavior consistent with the Casa de Esperanza mission.
- A solid working knowledge of Latino communities and issues related to domestic violence. Experience working with/in Latino organizations/communities preferred.

Working Conditions

Casa de Esperanza strives for a fully inclusive work environment and expects all employees to fully accept all co-workers and participants regardless of race, age, sex, sexual orientation, country of origin, language, religion, disability, or marital status.

The above statements are not intended to encompass all functions and qualifications of this position; rather, they are intended to provide a general framework of the



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requirements of the position. Job incumbents may be required to perform other functions not specifically addressed in this job description.

To Apply

Please send Resume and Cover Letter to Deb Emery at demery@casadeesperanza.org