



Position: Director, Research and Learning
Location: Remote
Employment type: Full-time, Exempt
Reports to: Chief Strategy Officer
Direct Report(s): Data Strategist

Mission

EdReports.org is at the forefront of the curriculum reform movement. By increasing the capacity of educators to identify and demand the highest quality curriculum, EdReports.org is both disrupting a multibillion-dollar market and transforming teaching and learning. With the firm belief that what is taught matters and that all students deserve high-quality materials, EdReports publishes free, online, evidence-rich reviews of instructional materials.

We have documented use by districts representing over 14M students and national surveys show that EdReports is the best known and utilized resource for supporting curriculum decision-making in the country.

Purpose of Position

The Director of Research and Learning is a new role at EdReports, responsible for shepherding the organization's learning priorities, incubating new areas of work, and enhancing the organization's external research and publications.

As a collaborative manager, inquisitive learner, and big picture thinker, the Director of Research and Learning will build on the organization's expertise about the instructional materials market and build processes to systematically track the existing market and emerging markets. They will collaborate closely with colleagues across the organization to identify which data to capture and which questions we need to ask to achieve our strategic priorities. They will identify appropriate quantitative and qualitative research and evaluation methods to achieve organizational learning goals (e.g., participatory action research and evaluation; focus groups; surveys; statistical analyses), and present data and findings in engaging ways that are accessible to internal and external stakeholders.

They will stay abreast of market shifts, emerging research about the efficacy of materials, and trends in the standards landscape. They will use this expertise to advise on EdReports strategic priorities, build the capacity of EdReports staff to understand the landscape, and support external audiences to answer their own questions about the instructional materials market.

The Director reports directly to the Chief Strategy Officer and leads a growing team dedicated to research and learning.



Key Responsibilities

Lead Investigations into Future Markets and Approaches - 50%

- Oversee a portfolio of projects that support EdReports' explorations into new review areas, audiences, and services, as connected to the organization's strategic priorities and annual goals
- Systematize processes for capturing and analyzing data about future markets and approaches; convene stakeholders throughout the organization to identify applications and next steps, including whether to incorporate new content areas into EdReports' review portfolio
- Design and ensure the successful implementation of projects, technical assistance contracts, or partnerships with other nonprofits, districts, or states that advance EdReports' learning and expertise in new areas
- Partner with researchers, nonprofits, and foundations that invest in market research to analyze trends and identify implications for EdReports teams
- Partner with other members of executive and leadership teams to set and organize annual research and learning priorities

Research and Analyze K-12 Instructional Materials Market - 20%

- Develop systems to monitor materials landscape and audience demand, identify trends, and share insights across the organization (e.g., new product types in existing content areas, district and state leaders' priorities, sources of market research)
- Oversee strategy for state of the market reporting, including being a thought partner for EdReports' data strategist, translating findings for multiple audiences, and identifying new research products and reports that can advance the field's knowledge and ability to make great decisions about instructional materials

Lead Research and Learning Team - 20%

- Support team members' growth and development as a coach and supervisor
- Collaborate with team members to set annual goals for the Research and Learning team aligned with organizational goals and priorities
- With support from Chief Strategy Officer, oversee team budget and capacity needed to execute on projects, make recommendations for staffing and consulting support, and negotiate contracts with vendors and partners as appropriate

Organizational Leadership - 10%

- Contribute to the organizational strategy and governance as a member of the leadership team
- Work with the communications, partnership, and development teams to proactively identify thought-leadership opportunities and organizations with related research



Travel: Up to 15%

National travel will happen occasionally throughout the year (COVID-19 dependent), as needed for partner relations, service delivery, organizational retreats, and professional learning.

Qualifications

- Passion for EdReports' mission and vision and our commitment to [Diversity, Belonging, Inclusion, and Equity](#);
- A commitment to uphold EdReports' organizational core values and norms.
- Experience designing and leading applied research projects, including R&D and collaborative action research, in support of teachers and students.
- 10+ years' experience in school districts, state departments of education, research institutes, and/or nonprofit leadership.
- 5+ years supervising teams, with a preference for candidates with experience leading teams in either a start-up, non-profit, or growing environment.
- Understanding of educational policy landscape, including standards, curriculum, assessment, and professional learning.
- Exceptional written and spoken communications and interpersonal skills, including the ability to build support for current and new initiatives across a diverse range of stakeholders and audiences.
- A proven strategic and project management skill set, including the ability to effectively manage multiple stakeholders and meet ambitious timelines.
- An ability to work independently and collaborate with colleagues and educators in a virtual work environment.
- Experience overseeing budgets and staffing complex projects.
- Ability to manage and prioritize amongst competing demands and deadlines, while continuing to produce high-quality work; and
- PhD, preferred.

Benefits:

- We offer a highly competitive benefits package for eligible employees that includes PTO, prorated to start date, of 4 weeks of vacation per calendar year, 3 personal days, and unlimited sick time; medical, dental, and vision insurance; short and long-term disability insurance; life insurance; 401(k) retirement plan, a whole host of ancillary benefits, and thirteen (13) paid holidays.

Salary:

- The range for this position is \$115,000 - \$135,000 annually. At EdReports, in setting a final offer for a position, we consider the experience and skill of the candidates while striving to maintain equity in our compensation bands. For this and other reasons, our salary offers are non-negotiable.



We Value All Voices:

- EdReports is committed to equal-employment principles, and we recognize the value of committed employees who feel they are being treated in an equitable and professional manner. We strive to find ways to attract, develop, and retain the talent needed to meet business objectives, and to recruit and employ highly qualified individuals representing the diverse communities in which we live, work, and serve. As such, all employment decisions at EdReports are based on business needs, job requirements, and individual qualifications, without regard to race, color, religion or belief, sex, sexual orientation, gender identity, national origin, veteran or disability status, family or parental status, or any other status protected by the laws or regulations in the locations where we operate.