

**Social Policy Research Associates (SPR) is seeking an Associate for full-time employment in our Workforce Development and Human Services Division.**

We are a growing and dynamic research, evaluation, and technical assistance firm located in Oakland, CA. Currently, we are seeking applications for a qualified, full-time entry- to mid-level researcher. We are particularly interested in researchers who can continue to grow our substantial portfolios of evaluations focused on improving employment stability and economic self-sufficiency for populations with barriers to employment.

**The Company:** At SPR, we believe in providing rigorous, high quality research, evaluation, training and technical assistance to improve the well-being of diverse groups of individuals, families, organizations, and communities. SPR's work spans multiple areas of social policy, often focusing on supporting our clients with workforce development, employment training, education, philanthropy, youth development, health, and other human service issues. Over the past 25 years, SPR has earned national recognition for our work in evaluating the role of philanthropic and public-sector investments in policies and programs designed to improve outcomes for diverse populations across the country. Our clients consistently share an appreciation of the analytic lens and technical rigor that we bring to our work, and our ability to engage real-time data to inform continuous learning and iterative strategy improvements. *For more information about SPR, please visit our website at [www.spra.com](http://www.spra.com).*

**What we are looking for:** An Equal Opportunity Employer and federal contractor, SPR is an organization that values a staff with diverse perspectives and backgrounds. All applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability and veteran status (EEO/AA/M/F/Vets/Disabled).

All candidates must meet all the following requirements to be considered for this position:

- Master's degree in a relevant field, such as public policy, sociology, education, psychology, economics, and other social sciences.
- Demonstrated experience in research methods (such as literature reviews, interviews and focus groups, site visits, survey design and analysis, management of data sets, and/or administrative data cleaning and analysis).
- Excellent writing, oral communication, and analytical skills.
- Experience working with racially or socioeconomically diverse populations.
- **Spanish fluency is also highly desired.**

Qualified candidates will also have demonstrated research and evaluation experience in one or more of the following areas:

- Economic security and workforce development
- SNAP and other public benefits
- Criminal justice, including violence prevention, diversion, jail-based programming and/or reentry

**The Position:** Associates at SPR have key responsibilities for working within multiple project teams to implement research and evaluation studies and/or technical assistance projects. Specific duties will vary by the Associate's previous experience, but may include a mix of the following:

- Conduct qualitative, case study research based on telephone interviews, focus groups, and/or site visits to employment training, youth, or other human service programs nationwide.
- Assist in the development, administration, and analysis of surveys, and the maintenance or analysis of other quantitative data.
- Manage databases and conduct statistical analyses using STATA or other statistical software packages.
- Analyze data and prepare evaluation reports for government, foundation, or other non-profit clients.
- Provide on-site and virtual training and technical assistance to employment training, reentry, youth, or other human service programs nationwide.

**The Location:** SPR is conveniently located right on top of the City Center BART station in downtown Oakland. The building plaza has great food options for lunch, and we are just a few blocks away from Chinatown restaurants. Our location in Oakland also allows us to be in close contact with many of the communities we support through our work. **Please note that SPR is following all current, applicable state and county health and operating orders, and this position may not have immediate access to the physical SPR office.**

**Other Information:** In this role, you can expect to work in an office environment; occasional lifting up to 40 lbs; frequent telephone usage; extensive computer use; use of office machines; heavy keyboarding. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. SPR offers excellent benefits, including health, dental, vision, and 401k plan.

**How to Apply:** Apply through our website at <https://www.spra.com/about-spr/careers/>. This job will remain open until filled. No phone calls please.