



Mixed-Methods Research and Evaluation Associate

(Full-Time)

Remote within the United States, except California. Preference will be given to candidates located in Illinois, Colorado, Pennsylvania, or Texas.

Position Summary

EduDream is seeking a full-time **Mixed-Methods Research and Evaluation Associate (REA)** to lead and support culturally responsive and equity-centered education research and evaluation projects that elevate the voices and experiences of racially and economically diverse students, families, and communities. The REA will work in a highly collaborative team environment and engage educators, community-based organizations, families, students, and other stakeholders in research projects spanning early childhood through postsecondary and workforce development. **The successful candidate will bring at least 5 years of experience in mixed-methods research, evaluation, and project management to advance our mission.**

Essential Duties and Responsibilities:

The essential functions include, but are not limited to, the following:

Client Relationships

- Build and maintain client and partner relationships and expectations by identifying needs and delivering evidence-informed solutions.
- Engage clients throughout the research process authentically and transparently.
- Facilitate client and stakeholder meetings, webinars, and workshops
- Strengthen client and partner capacity to use data and evidence to inform policies, practices, and/or strategies that advance educational equity.

Research Design and Implementation

- Lead and execute research and evaluation projects using culturally responsive and equity-focused approaches and mixed methods, from planning and design to implementation. This includes:
 - Creating and refining evaluation plans, logic models, and theories of change
 - Developing and clarifying research, evaluation, and/or learning questions
 - Overseeing data collection, ensuring data validity, quality, and reliability
 - Developing data collection and analyses plans
 - Designing and implementing qualitative and quantitative data collection tools (e.g., surveys, interview or focus group protocols, observation forms, etc.)

- Leading qualitative and quantitative data collection and analysis (e.g., data cleaning, coding, and analysis)
- Interpreting and synthesizing quantitative and qualitative data to identify clear takeaways and data insights.
- Conceptualize analytical frameworks for document reviews, literature reviews, and landscape scans.
- Lead the framing and writing of research and evaluation plans, reports, syntheses of findings, and summaries of key takeaways.
- Develop engaging and impactful high-visibility presentations for technical and non-technical audiences, including clients, stakeholders, and communities at large.
- Ensure deliverables align with culturally responsive and equitable evaluation (CREE) principles, meet the client's expectations, and adhere to EduDream's internal quality assurance processes.

Project Management

- Develop, monitor, maintain, and adjust project work plans to ensure timeliness of completion.
- Identify potential project risks and develop mitigation strategies.
- Monitor and manage project resources effectively to ensure hours are allocated properly; alert leadership to possible issues.
- Proactively communicate with leadership, senior management, team members, and clients to provide updates and feedback.
- Oversee and coordinate with the project team to effectively plan, schedule, and delegate work
- Ensure project quality and client satisfaction

Leadership Responsibilities

- Provide mentorship to junior staff members
- Facilitate job-embedded professional development
- Contribute to marketing and communication strategy by developing research products and assets for broader audiences (e.g., blogs, one-pagers, research briefs, LinkedIn articles, etc.)
- Assist business development by contributing to and reviewing proposals
- Advise, consult, and collaborate with the team on expanding current projects and developing new work
- Lead and/or support implementation of the organization's strategic action plan

About EduDream

EduDream is a Latina-founded, woman-owned, education research consulting firm inspiring transformation within education by bringing community voice and rigorous



research together. EduDream was founded in 2016 by culturally responsive and experienced researchers, Michelle Oliva and Monica Martinez. We partner with nonprofits, foundations, and education institutions to provide community-centered research and strategy. We've worked with leading philanthropic and education organizations including the Gates Foundation, College Advising Corps, The Aspen Institute, and Illinois Action for Children. Our team of experts provides rigorous and evidence-based inquiry, and a strong focus on community collaboration. Through our work, we're redefining the potential of research while shifting the education system towards an equitable and just future.

Our Values

1. **Equity + Justice:** We are committed to furthering equity and justice for all students through CREE-informed phases of work and partnerships, centering the assets and voices of those most impacted by structures of oppression.
2. **Results + Impact:** We deliver actionable data, innovative solutions and practical tools that impact policies, teaching, and learning so that every student is supported, actively engaged, and prepared to learn to their full potential.
3. **Hope + Opportunity:** We believe in leveraging hope in our work against inequity, focusing our efforts on imagining possibilities and creating opportunities for long-term, systemic change that benefit all students.
4. **Human-Centered Intentionality:** We respect our shared and individual lived experiences, resisting dominant and oppressive ways of working by prioritizing emotional intelligence, reflective collaboration with partners, intentional relationships across communities, and mindful timelines that disrupt notions of urgency.
5. **Collaborative Leadership:** We value thought-partnership and collaboration with advocates, community members, students, and families as a leading organization in equity-centered research and strategy.

Our Workplace Culture

At EduDream, we believe that a great workplace is one where you are inspired by your colleagues and deeply engaged in your work every day. We believe in mutual respect and trust, and value diversity in informing our views and work. We move nimbly, iterating quickly to improve, and collaborating constantly to deliver useful solutions that advance educational equity.

This position may be an excellent fit if:

- You are committed to continuous learning and growth
- You want to co-create and be part of a high-functioning team

- You can engage others in pursuit of our mission to advance educational equity
- You thrive in an entrepreneurial, remote environment
- You approach work as a dedicated and self-driven professional

Experience & Education

- Master's degree in social sciences or social work with an emphasis on research, data analytics, or public policy (or equivalent combination of education and experience)
- At least 5 years of demonstrated, applied professional experience leading and managing key phases of research and evaluation projects, from research design, data tool development, data collection and analysis, to interpretation, synthesis, and reporting. Experience beyond academic studies and academia required, preferably in or with nonprofits, philanthropy, higher education, or the public sector.
- At least 3 years of demonstrated experience leading client and partner relationships, beyond experience in academic studies and academia.
- Demonstrated application of quantitative and qualitative research skills and methods
- Experience synthesizing and communicating research and evaluation findings to a range of audiences
- Strong project management skills and experience managing a portfolio of projects and tasks
- Must be currently eligible to work in the United States without a requirement of visa sponsorship, with no foreseeable changes in eligibility within the next 24 months

Knowledge, Skills, and Abilities

The following knowledge, skills, and abilities are required for this position:

- Experience with data analysis (proficiency in Excel and/or statistical software such as R Studio, STATA, or SPSS), including preparing complex data sets for analysis (cleaning, merging, recoding, and data validation)
- Experience applying qualitative analysis frameworks to primary data. Some experience with qualitative data software (e.g., Nvivo) is preferred.
- Experience facilitating stakeholder interviews and focus groups and designing surveys
- Experience identifying and applying appropriate quantitative analysis methods, including descriptive statistics, regression, and correlation analysis, to generate insights. Experience with advanced methods, such as predictive modeling, time series analysis, and hierarchical linear modeling (HLM), is a plus.



- Strong organizational skills and attention to detail
- Excellent oral and written communication skills
- Ability to be responsive and receptive to constructive feedback
- Ability to deal tactfully and diplomatically with others
- Ability to work productively in a web-based environment, both independently and with others
- Skilled in handling multiple priorities, sometimes simultaneously, under deadline pressure
- Excellent time management skills
- Ability to take initiative, inquire, and self-advocate
- Demonstrated passion and commitment to educational equity
- Knowledge of key education issues, collaborative research, and data

Our Work Schedule and Environment

This is a remote, full-time position. Candidates must be located within the United States. Preference will be given to candidates located in Illinois, Colorado, Pennsylvania, or Texas. Candidates in California are not eligible at this time.

The REA will be expected to work Monday-Friday within a set schedule, which is typically 9-5pm CST. For some projects, our team visits clients in-person at their organizations.

Compensation

The salary range for a full-time salaried position is \$70,000-\$80,000, depending on experience and qualifications. Opportunities are available for annual merit-based performance increases and annual incentives. Benefits include:

- PTO: 2.5 weeks vacation (increases to 4 weeks beginning the 3rd year of employment), 11 paid holidays, and 5 paid sick days per year
- Employer-sponsored health, dental, and vision insurance. All health benefits are effective on the first of the month following the hire date.
- Matching employer contributions to an individual retirement account after 90 days of employment.
- Professional development funding
- A 32.5-hour workweek.
- Paid wellness week from Christmas Eve to New Year's Day
- Equipment and technology stipend for virtual home office



Equal Employment Opportunity

EduDream is an equal opportunity employer, and we strongly encourage applications from women, people of color, immigrant, bilingual, and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants must be currently eligible to work in the United States without a requirement of visa sponsorship, with no foreseeable changes in eligibility within the next 24 months.

Application Process

In lieu of a cover letter, please send the following information to info@edudream.org. In the email subject line, include: **First and Last Name followed by "Research and Evaluation Associate."**

1. Resume
2. Relevant work sample (no more than 5 pages)
3. Contact information for 3 references
4. Brief responses to each of the following prompts. Each response should be approximately 300 words in length:
 - a. What motivates you to apply for this role with EduDream?
 - b. Describe a research or evaluation project you led and supported from design through implementation. What was your approach, what methods did you use, and how did you ensure the work aligned with culturally responsive and equity-focused principles?
 - c. Share an example of a project you managed with multiple deadlines or contributors. How did you plan the work, communicate updates, address risks, and ensure high-quality deliverables?

Applications are due by end of day on January 15, 2026 and will be reviewed on a rolling basis. Interviews will be conducted on a rolling basis with the majority scheduled for mid-late January.