



NOW HIRING: Entry-Level Research Analyst

START DATE: Summer 2018

Public Impact is a national education policy and management consulting firm based in Chapel Hill, N.C. Our mission is to improve education dramatically for all students, especially low-income students, students of color, and other students whose needs historically have not been well met.

We conduct research to understand practices that lead to better outcomes, and we develop and implement innovative solutions aimed at creating dramatic improvements for children. We apply our research and solutions by advising leading philanthropists, designing and implementing new initiatives for cutting-edge policy and education leaders, and advising other change agents in education reform. We partner with teachers and leaders to implement changes that will help the students they serve.

Major current areas of work include management and policy changes in these areas:

- Teachers and leaders: extending the reach of excellent educators and teams through Opportunity Culture, teacher-leadership, career paths, pay, residencies, selection, evaluation, and leadership.
- Charter school excellence, innovation, authorizing, and growth of excellent organizations.
- School turnarounds, excellent diverse schools, finance, accountability and other topics.
- See all our work at publicimpact.com and www.opportunityculture.org

Analyst Role

Work includes quantitative and qualitative analysis, learning from experienced professionals, working independently and as a collaborative teammate, and opportunities to contribute to and be named in published work. Prior analysts have gone on to nationally prestigious graduate programs or progressed into a consulting role at Public Impact.

Analysts should expect to:

- Gain exposure to a wide variety of national education reform issues and organizations
- Gain exposure to research methodologies in a fast-changing, results-oriented field
- Gather both quantitative and qualitative data using a wide variety of sources, including research journals, on-line publications, interviews, and published quantitative data
- Screen data and information for quality and accuracy
- Organize and analyze data into useful forms for Public Impact consultants and clients
- Create charts and tables using existing statistics to communicate accurately and compellingly
- Write clearly to explain data and information about education practices and results
- Produce PowerPoint presentations and other graphics to convey complex ideas simply
- Participate as team member on flexible client/colleague project teams to do all of above

Qualifications

- Exceptional quantitative skills: experience analyzing data using Excel, R, SAS, SPSS, or Stata
- MS Word and Excel. PowerPoint, advanced Excel a plus
- Interest in policy and/or education and/or management/leadership
- BA or BS; outstanding undergraduate academic record
- Teamwork: ability to act as supportive team member, follow through on work responsibly
- Concern for Order: ability to keep track of details, check own work rigorously
- Analytical/Critical Thinking: ability to interpret data with unbiased, critical thinking
- Communication: ability to communicate clearly in writing, pleasantly in person
- Quality Focus: willingness to give and receive significant feedback to produce first-rate work
- Flexibility: ability to juggle multiple projects and do what it takes to accomplish tasks
- Initiative and Tenacity: ideal candidate will have record of starting something new, succeeding despite barriers, improving own and/or others' work (academic, volunteer, etc.)

Location: Chapel Hill, N.C., area

Compensation: Competitive with nonprofit and research organizations

Applicants: Please submit employment application, cover letter, resume, and one writing/work sample unedited by others to: [hiring@publicimpact.com](mailto: hiring@publicimpact.com) or mail to Hiring, Public Impact, 405A E. Main Street, Carrboro, NC 27510.

Public Impact is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, arrest record, or any other characteristic protected by applicable federal, state or local laws. Our management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment.