

## Career Opportunity: Director of Applied Research and Evaluation

### Organization Overview

The National Institute for Children's Health Quality (NICHQ) is a mission-driven nonprofit dedicated to driving dramatic and sustainable improvements in the complex issues facing children's health. We provide deep expertise in building and managing effective change strategies that align partners and engage participants to achieve better outcomes for children's health.

### Position Overview

The Director of Applied Research and Evaluation brings expertise in applied research, including program evaluation and evaluation of quality improvement projects. S/he applies that knowledge to the successful design, execution and supervision of applied research projects, integrated within the overall project management plan, that collect data based on project goals to identify or discern results. The Director takes a lead evaluator role on 1-2 projects and provides high-level evaluation supervision, coordination, and strategic oversight for the remainder of projects. The Director works closely and collaboratively with project leads, Quality Improvement Advisors, expert faculty members, funders, and project teams to carry out and supervise research and evaluation work that provides high-quality, relevant process and outcomes data and recommendations across the lifecycle of projects. S/he also is a member of NICHQ's leadership team, ensuring that NICHQ's applied research and evaluation is well integrated into projects based on project needs and aligned with NICHQ's strategic and business goals. Ultimately, this individual must become expert in theory (and practice) of improvement science and its more sophisticated applications (e.g., factorial designs).

### Summary

**Career Level:** Experienced

**Status:** Full Time

**Education:** Doctoral degree in relevant field (e.g., public health, program evaluation, health services research); Master's degree in relevant field strongly preferred

**Reports to:** Chief Health Officer

**Salary:** Commensurate with experience

### Responsibilities

#### Project

- Under the direction of the Executive Team (Chief Health Officer), develop long-term goals and annual objectives for applied research and evaluation that are aligned with other organizational projects and the broader NICHQ mission and vision.
- Serve as lead evaluator on 1-2 projects (concurrently). In that role, develop and execute overall evaluation plan, data collection, analysis, and reporting. Ensure internal accountability and project success in meeting project aims and deliverables and alignment with overall project plan. Participate in internal and external project team meetings.
- Across NICHQ projects, provide strategic oversight and direction for the planning and implementation of applied research and evaluation, including the following tasks, as determined with the Executive Team and project lead:

- In consultation with project lead and evaluation staff, review and approve evaluation timeline and deliverables—evaluation plans, data collection tools (surveys, interview protocols, data tracking systems), analysis plans & analysis, and reports—to ensure alignment with project aims.
- In consultation with project lead, participate in evaluation workgroup meetings, attend key internal and external project team meetings.
- Work with Improvement Advisor/Data team to ensure coordination and alignment (i.e., non-duplication) between QI data and evaluation data and needs.
- Working with project lead, provide coaching on the intersection of evaluation and quality improvement for internal and external project teams.
- Prepare and present project results, reports, and presentations internally and to clients and stakeholders and at public conferences, in journals, white papers, websites, as appropriate (in consultation w/project lead).
- Develop and manage NICHQ staff conducting research evaluation work (including in orientation to NICHQ).
- Establish and ensure adherence to research policies/procedures, including overseeing IRB processes and ensuring that all necessary staff are human subjects certified.

### **Organizational**

- Develop and expand expertise in evaluating QI and advocacy projects, working with organizational leadership, evaluation team (as hired) and external experts. Ensure that NICHQ stays abreast of emerging best practices relevant to our applied research and evaluation work.
- Supervise all evaluation staff members.
- For projects where NICHQ is not lead evaluator, serve as or supervise liaison to evaluation team/external evaluator (determined in consultation with executive team and project lead).
- Represent project results, evaluation research techniques, and NICHQ at external meetings/conferences and in publications; network, develop and maintain funder relationships; build business as appropriate.
- As a member of the project leadership team, facilitate integration of applied research and evaluation techniques and processes across NICHQ's portfolio and lifecycle of projects (e.g., from proposal writing through reporting). Understand and contribute to short-term and longer-range strategic planning (e.g., proposal-writing, staffing), as determined in collaboration with leadership and executive teams.
- Project team mentorship; act as role model for project staff and facilitate capacity building.

### **Qualifications**

#### **Required**

- A doctoral degree in relevant field (e.g., public health, program evaluation, policy, medicine);
- Social science research/health services research AND evaluation research expertise, including designs, methods, and ethics. Proficient in supervising and conducting all phases of research: proposal-writing and planning, design, sampling, instrument development, data collection, quantitative and qualitative analysis, and written and oral reporting and communication;
- Results oriented team player, creative, flexible, detail-oriented, comfortable with higher management, system thinker;
- Excellent oral and written presentation, facilitation, and communication skills, in service of developing and maintaining client relationships and producing reports suitable for both an academic and a public-sector audience; and
- Management skills (individual projects and project portfolio), including strategy, supervision, planning and prioritizing, delegating, team building and communication, managing time and deadlines, meeting management, finance, and problem-solving and decision making.

### **Preferred**

- Child health expertise strongly preferred.
- Expertise in both qualitative and quantitative research strongly preferred.
- Experience working with the Model for Improvement, the Care Model (Chronic Care Model) and Breakthrough Series preferred.
- Content knowledge in at least one of NICHQ's topical areas preferred: Children and Youth with Special Healthcare needs (Newborn Hearing Screening, Epilepsy, Autism, Sickle Cell Disease), childhood obesity, perinatal care, medical home, healthcare professional advocacy for the aforementioned topics, and health Information technology.

### **Salary and Benefits**

Salary will be commensurate with qualifications and experience. Excellent benefits package, including medical, dental, disability and life insurance, flexible spending accounts, paid earned time off and holidays, and commuter benefits.

### **To Apply**

To apply for this employment opportunity, please complete and submit an online application at [NICHQ.org](https://www.nichq.org). If you have any trouble accessing the application form, please email [careers@nichq.org](mailto:careers@nichq.org).

*NICHQ is committed to creating a diverse environment and is proud to be an equal employment opportunity. All qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, gender, sexual orientation, age, marital status or disability.*