



Position Announcement

Research Associate: Local Government

CGR invites applications for a team member at the Research Associate level (or higher subject to qualifications) to support projects involving evaluations of municipal government, service delivery, financial sustainability, shared services, efficiency improvement and community change. While the position would primarily work in our Government & Education practice area, it would be expected to support (as needed) a range of projects across CGR's other main practice areas: Nonprofits & Communities, Economics & Public Finance, and Health & Human Services. As such, this Associate-level position is a unique opportunity to gain exposure to a broad range of public policy issues at the local and regional level.

CGR's mission is to improve the quality of communities – through impactful research, analysis, consultation and data management for the public, nonprofit and philanthropic organizations that serve them. We are committed to making communities strong, thriving and competitive.

CGR is a nonprofit corporation committed to the public interest. Our research consulting is sought by government agencies, educational institutions, community nonprofits and philanthropic institutions throughout the United States. Our clients rely on CGR experts to serve as thought partners in addressing challenges and critical decisions on projects ranging from economic and fiscal impact to regional well-being and competitiveness.

The ideal candidate has a background working with state and local government as well as community-based institutions to apply data and policy perspectives in ways that inform critical decisions and innovative solutions.

The ideal candidate is also skilled at stakeholder engagement and capable of representing CGR and its project teams effectively in client meeting and community forums.

Strong writing skills and a persuasive and compelling presentation style, alongside an inquisitive nature and entrepreneurial spirit, are essential.

Key Qualifications: Graduate degree in public policy, urban / regional planning, public administration, or related field, OR combined undergraduate degree plus relevant professional experience; 3-5 years of experience working on issues of state and local government policy or community development preferred; demonstrated

research skills and a strong interest in empirical analysis related to public policy; strong presentation and public speaking skills; highly organized; exceptional writing skills; high level of competence in Microsoft Word and Excel.

Position Responsibilities: Research, data collection and analysis, report writing, presentation of CGR's project work to clients and community stakeholders, serving as a thought partner with client communities, leading small project teams. As needed, the position may be called upon to support tasks involving project / business development and editing of CGR reports / proposals.

Specifics: This is a permanent, benefits-eligible full-time position at our headquarters office in Rochester, New York, with opportunity for growth.

Travel: CGR works for communities throughout New York and the Northeastern United States. Though most of our project work is completed from our headquarters office in Rochester, New York, occasional travel is required on a project-by-project basis and a valid driver's license is required.

CGR Statement on Diversity: CGR values diversity from all backgrounds and seeks to create a welcoming workplace that attracts and retains a wide variety of talented people with different perspectives and new ideas. We value diversity among all dimensions of the human experience, including gender, race, color, religion, gender identity, national origin, differing abilities, gender expression, veterans, socio-economic status, and sexual orientation. We believe diversity improves the quality of our work and the communities we are part of, making an important statement about the inherent worth of every individual. CGR endeavors to create a respectful, inclusive and welcoming workplace as the ground on which a truly equitable and diverse organization flourishes. CGR seeks to take sole responsibility by being aware of the consequences of its actions, by having open dialogues, and holding all levels of the organization accountable for diversity work to minimize the burden on individuals (particularly those from marginalized and under-represented populations and cultures) to advance diversity goals. Creating an excellent workplace climate ranks high among our priorities for achieving our organizational diversity goals.

To Apply: Submit a cover letter, resume, and applicant self-identification form via email to kyorks@cgr.org. The self-identification form can be found at <https://www.cgr.org/cmsb/uploads/cgr-self-identification-form-2019.pdf>. Additional information about CGR is available at www.cgr.org.

REVIEW OF APPLICATIONS WILL BEGIN ON APRIL 15, 2019 AND CONTINUE UNTIL THE POSITION IS FILLED.