



Position Announcement

Research Associate

CGR invites applications for a Research Associate to provide support on a range of projects including municipal government evaluations and assessments as well as applied research, program evaluation and other work for nonprofits and foundations. This position will support work across our practice areas of Government & Education, Nonprofits & Communities, Economics & Public Finance, and Health & Human Services. As such, this position provides 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 drive positive community change through the highest quality research, analysis, data insights and collaboration. Trusted for our rigorous analysis and actionable insights, we work to make communities equitable, strong and thriving. A nonprofit corporation committed to the public interest, CGR is sought out by government agencies, educational institutions, community nonprofits and philanthropic institutions throughout the United States. Clients rely on CGR to be thought partners in addressing challenges and making critical decisions.

The ideal candidate for this position has strong research, analytical and communication skills, both verbally and in writing, and a commitment to diversity, equity and inclusion. Candidates should have proficiency working with data and in Microsoft Excel, Word and PowerPoint or similar programs. Experience working in or with local or state government, community-based organizations or institutions, and/or marginalized communities (communities of color, immigrant or refugee communities, and others) is also helpful. Any experience in equity analysis, financial modeling, or data visualization/graphics would be valued as well. Bilingual candidates are encouraged to apply.

Key Qualifications: Bachelor's or master's degree in social sciences, public policy, urban / regional planning, public administration, or related field; demonstrated research and analytical skills; strong communication and organizational skills; competence in Microsoft Word and Excel.

Position Responsibilities: Conducting applied research, data collection and analysis, writing, participating in project teams and working with clients, supporting development of project proposals, presenting project work to clients and community stakeholders,

Specifics: This is a permanent, benefits-eligible full-time position, with opportunity for growth. CGR's office is in Rochester, NY; staff currently work in a flexible model with the ability to work remotely, and this position could be partially remote as well.

Travel: CGR works for communities throughout New York, the Northeastern United States and beyond. Travel may be required on a project-by-project basis, and candidates must possess a valid driver's license or the ability to secure one before employment.

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 takes 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-2022.pdf>. Additional information about CGR is available at www.cgr.org.

REVIEW OF APPLICATIONS WILL BEGIN ON OCT. 15, 2022 AND CONTINUE UNTIL THE POSITION IS FILLED.