



Position Announcement

Senior Research Associate/Associate Principal: Nonprofits & Communities

CGR invites applications for a team member at the Senior Research Associate level (or higher subject to qualifications) to support/direct projects involving program and initiative evaluations, landscape scans/asset mapping, strategy assessment and strategic planning, community indicators, collective impact consulting, white paper development, and other community change efforts in the nonprofit sector and communities. While the position would primarily work in our Nonprofits & Communities practice area, it would be expected to support (as needed) a range of projects across CGR's other main practice areas: Government & Education, Economics & Public Finance, and Health & Human Services. As such, this 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 in the nonprofit, philanthropic or research/consulting fields to apply data and policy perspectives in ways that inform critical decisions and innovative solutions. The ideal candidate is also skilled at project management and stakeholder engagement and capable of representing CGR and its project teams effectively in client meetings and community forums. Strong writing skills and a persuasive and compelling presentation style, alongside an inquisitive nature and entrepreneurial spirit, are essential. In addition, CGR is interested in candidates grounded in principles of diversity, equity and inclusion, and who have experience working to promote these in their work.

Key Qualifications: Graduate degree in public policy, nonprofit management, urban/regional planning, public administration, or related field, OR combined

undergraduate degree plus relevant professional experience; 5-8 years of experience working on nonprofit or community-related analysis, or in the nonprofit or philanthropic sector preferred; demonstrated research skills and a strong interest in empirical analysis related to public policy, nonprofit/philanthropic operations and/or community change initiatives; 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 project teams. The position will also support project and business development and editing of CGR reports and 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, 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 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 **September 11, 2019** and continue until the position is filled.

