Senior Research Associate

Position Description

Human Impact Partners (HIP) is looking for a Senior Research Associate to join our team. This is an exciting opportunity to leverage the power of health research, data, and advocacy to strengthen movements for housing justice, economic security, community safety, and climate change.

Status: Full-time, ideally starting in early May 2022
Starting Salary Range: $75,000-$80,000
Reports To: Research Team Lead, Sukhdip Purewal Boparai
Location: A strong preference for candidates based in the Bay Area, California; However, may consider remote. Oakland-based staff are expected to return to the office sometime in 2022.

About Human Impact Partners (HIP)

Human Impact Partners is a national public health organization that transforms the field of public health to center equity and builds collective power with social justice movements. We are a growing nonprofit with 17 staff, headquartered in Oakland, CA and with staff across the country.

We believe that sustainable, long-term change to improve social, economic, and political conditions comes about through organized social movements, and by explicitly challenging unjust power imbalances and systems of advantage and oppression. With racial inequities and power inequality at unprecedented levels, public health must be deeply engaged in larger social justice movements to achieve health for all. This requires building bridges between our worlds, so that public health’s power — our voice, evidence, and resources — are more strategically aligned with and responsive to social movements that are leading the changes we need to advance health and racial equity.

To that end, HIP conducts advocacy, organizing, policy-driven research, and capacity building to target public health practitioners, health institutions, and the broader social and economic systems and policies that create health, with a particular focus on community safety, economic security, housing justice, and climate change. The throughline in all of this is our support of grassroots community power-building organizations to help build their power and bridge with public health.
About the Position

In partnership with grassroots community power-building organizations, HIP conducts policy-focused and participatory research to evaluate the health and equity impacts of policies across a range of issues including community safety, economic security, housing justice, and other topics. We use that research in support of our partners’ policy change campaigns, mobilizing health practitioners and doing direct advocacy to enact that change.

Senior Research Associate Responsibilities:
The Senior Research Associate will be a member of our Research team, and will participate in conducting creative, mixed-methods, and policy-oriented research on our prioritized issues areas (community safety, housing justice, economic security) in collaboration with HIP staff. Responsibilities will include:

● Providing leadership within large research projects and managing smaller research projects, which includes developing research workplans, identifying research methods, and tracking progress

● Conduct research project activities, which includes:
  ○ Accessing and analyzing existing national, state, and local datasets
  ○ Conducting surveys, interviews, focus groups, and analyzing data
  ○ Conducting, organizing, and synthesizing literature reviews
  ○ Blending quantitative and qualitative findings to tell a holistic story about how issues under study affect health and equity

● Communicating about our research projects, which includes:
  ○ Summarizing research findings for multiple audiences
  ○ Writing and developing research reports, briefs, factsheets, and other products
  ○ Preparing presentations for use internally at HIP, at conferences and webinars, and with our partners
  ○ Representing the research publicly, through advocacy, testifying, and meeting with officials and community leaders

● Participating in organizational development and cross-team work, which includes:
  ○ Identifying opportunities to improve research methods and techniques
  ○ Providing assessment and evaluation support, as needed, to other teams at HIP
  ○ Contributing to thought leadership via conferences, social media content, blog posts, and other communications
  ○ Participating in HIP’s internal work to deepen our own equity and power-sharing practices

● Ability to travel as necessary to support projects
About You

Values:
- A deep commitment to HIP’s mission, vision, and values
- Commitment to a social movements approach to achieve health equity and racial justice
- Understanding of power, and the need to build power with communities
- Commitment to collaboration and a sense of humor

Skills and expertise: *(This section describes the skills and expertise that are most important to this position. We realize not everyone will be equally strong in all of these areas. We also know you can bring strengths and talents beyond what we’ve listed! If you have a vision and excitement for this role and our organization, we welcome your application.)*

Research-related:
- Experience conducting research on economic security and worker health
- Experience conducting policy-focused research and analysis
- Qualitative research skills, such as designing, conducting, and analyzing focus groups and interviews
- Quantitative research skills, such as cleaning and analyzing survey data and secondary data
- Survey development expertise, as well as interview and focus group guide development
- Experience with R or Stata

Communications and Collaboration-related:
- Strong written and verbal communication, including the ability to write clear research reports and summaries and manage references
- Ability to work independently, as part of a team, and on multiple projects simultaneously
- Strong interpersonal skills and demonstrated success working with partners from diverse backgrounds

Additional:
- A strong structural racial, gender, and economic analysis aligned with HIP’s vision and values
- Work experience focused on housing justice, economic security, community safety, climate change, and/or another structural determinant of health
- Completion of a master’s degree in public health, public policy, city planning, or related field or equivalent work experience
- Lived experience belonging to communities most impacted by structural inequity
How to apply:
Please submit all of the below as a single PDF document to SRA2022@humanimpact.org by March 11, 2022 at 5pm Pacific Time.

- A cover letter describing why you believe you are a good fit for this position and organization
- Your resume or CV
- 3 references (we will not call references without letting you know first)
- Brief writing sample that demonstrates your research skills and/or experience

Hiring Process:
Our hiring process involves: a first and second interview lasting approximately 1 hour each; dedicated time for final candidate(s) to learn about compensation and benefits with our Operations Director; as well as checking professional references for our final candidate(s). By the end of the process, we're hoping candidates will have had a chance to meet with between 3-5 HIP staff. We will inform you of the staff you are interviewing with in advance. We expect to complete this by April 22, 2022 and we will notify all applicants of their status by that date.

Compensation and benefits:
- Starting salary range: $75,000-$80,000 annually.
- Time off (annually): 12 sick days; 3 weeks vacation for first 2 years, increasing over time to 5 weeks at 5 years; 9 annual holidays plus winter holiday closure from December 24-January 1; and 1 floating holiday.
- Health care: Full medical, dental, and vision coverage. HIP pays 100% of staff premiums and 50% of premiums for eligible dependents.
- Retirement: After 6 months on staff, HIP contributes the equivalent of 7.5% of salary to our 403b plan, regardless of employee contribution; staff may make additional contributions to either a regular or ROTH 403b plan.
- Permanently remote staff: Funds for home office workstation equipment and furniture, and reimbursement for ongoing home office expenses.
- Additional benefits: Flexible spending accounts for health and dependent care expenses, ClipperDirect (for Bay Area staff), monthly cell phone reimbursement, annual professional development funds, and a flexible, wellness-oriented work culture and schedule.

Equal Opportunity Employment:
Human Impact Partners is an Equal Opportunity Employer. We strongly encourage people directly impacted by the issues we work on (such as community safety, economic security, housing, immigration), people of color, people with disabilities, and LGBTQ+ folks to seek employment or board opportunities with us. We don’t conduct criminal background checks on candidates.