Come join our growing team! Engage R+D is currently looking for Research Consultants in the San Francisco Bay Area and greater Los Angeles regions.

Who You Are

Engage R+D is seeking a smart, curious, and creative person who is passionate about using data and evaluation to improve results and drive social change. You are an experienced evaluator with a master’s degree or higher with five or more years of experience applying research, planning, evaluation, and community engagement skills within a consulting environment. You are fluent in qualitative and quantitative methods with strong people skills and the ability to engage diverse groups in learning and evaluation. You bring outstanding written and verbal communication skills and can translate findings into actionable plans and practitioner-friendly reports. You enjoy working across multiple content areas and tapping into new and innovative approaches. Evaluation in real-world settings can be messy, but you are comfortable with ambiguity and navigating complex situations. You’re able to focus on the big picture while managing the details and identifying solutions. You have strong listening skills and bring cultural humility to the work, always seeking to understand the needs and experience of diverse stakeholders. You are adept at working with marginalized communities and are able to facilitate inclusive discussions with residents, leaders, and peers. Fluency in other languages, particularly Spanish, is a plus! You thrive in an entrepreneurial and team-driven environment and are comfortable working remotely. Last but not least, you’re enthusiastic about contributing to a new and growing organization.

Who We Are

We are a growing and energetic team of diverse professionals who believe in the power of research and evaluation to help fuel social change. We bring together people, data, and ideas in creative ways to inform strategy and drive results for nonprofits and the organizations that support them. We approach our work with intellectual curiosity, a sense of humility, and grounding in the communities that are ultimately impacted by what we do. Through a collaborative team-based approach, we engage stakeholders in collective problem-solving and strive to draw upon each of our diverse perspectives and strengths. We believe in the importance of a collaborative and intellectually stimulating environment that supports organizational learning and opportunities to strengthen our practice and advance the field. We seek to create the conditions and space for teams to do their best work. We offer competitive compensation packages including paid time off and benefits as well as professional development opportunities and flexible work arrangements.

What You’ll Do at Engage R+D

Research Consultants design, manage, and execute multi-faceted projects for philanthropic, non-profit, and government clients. Research Consultants are responsible for client-facing work that spans the full life cycle of the project from scoping, design, data collection, and analysis to reporting and facilitating learning sessions with clients and community stakeholders. We value contributions from all team members to strengthen internal operations, infrastructure, and organizational well-being.

How to Apply

If you are interested in joining our team, please send a cover letter and resume to careers@engagerd.com. In your cover letter, please address the following five questions:

- What makes you interested in Engage R+D?
- What aspects of your previous experience have prepared you for a position with us?
- What experience, if any, do you have working in a virtual office environment?
- What skills could you bring to Engage R+D that may not be apparent from looking at your resume or career history?
- How did you hear about Engage R+D?