Principal Researcher

School-to-School International (STS) is a nonprofit organization based in Pacifica, California, committed to improving the lives and learning of children worldwide through thoughtful research, practice, and partnerships. For two decades, we have partnered with individuals, government ministries, NGOs, private foundations, and research institutions to improve the quality of children's learning. We have worked in more than 40 countries across the globe, aiding in research and evaluation, curriculum and training, policy and planning, and integrated approaches to education.

Role: The Principal Researcher serves as a senior leader of School-to-School International's (STS's) evaluation and research department. They lead the design of project evaluations in conjunction with other department members and provide expertise in statistical and qualitative analytical approaches. They will provide high-level technical input on a portfolio of evaluation and research projects, contributing expertise in quantitative research design and methodologies—including psychometrics, piloting, complex multi-stage sampling, weighting, and equating. They will also provide guidance, oversight, and quality assurance to other staff on quantitative data analysis. The Principal Researcher will participate in business and proposal development activities as needed.

Responsibilities

Lead the design, management, and implementation of evaluation and research systems

- Serve as the technical lead on a portfolio of monitoring, evaluation, research, and learning projects; oversee the technical work of project teams and ensure overall quality and rigor.
- Provide high-level technical input—particularly on research design, sampling, and weighting—on a variety of projects and business development opportunities.
- Develop monitoring, evaluation, research, and learning (MERL) frameworks with clients, including theories of change, results frameworks, learning agendas, and key performance indicators.
- Execute, justify, and document key technical decisions throughout a project evaluation.
- Provide technical oversight to project teams to ensure the systematic collection, analysis, synthesis, use, translation, and dissemination of data and learning.
- Design, adapt, and review data collection instruments and assessments as needed.
- Lead statistical analysis and provide quality assurance and review of staff and consultant work in quantitative data analysis.
- Contribute to writing high-quality, accurate, and engaging technical results reports and deliverables for clients.

- Build the capacity of clients, government counterparts, and other departmental staff in quantitative data analysis (e.g., lead trainings, mentor mid-level and junior staff).
- Contribute to the development of evaluation and research knowledge management systems and processes.

Serve as a thought leader within the sector to improve, expand, and effectively deliver on STS's projects

- Represent STS and present research in external meetings and conferences.
- Participate in global knowledge-sharing forums and working groups and ensure a feedback loop with STS leadership and staff.
- Support the development and delivery of strategic initiatives to improve STS's positioning in the sector.
- Collaborate on STS-wide initiatives, such as the Whole Child Model and internal capacity-building.

Other duties

- Serve on relevant internal committees as appropriate,
- Manage or supervise STS staff or consultants as needed.
- Travel as needed to countries in Africa, Asia, the Caribbean, Latin America, and the Middle East (10-15% time).
- Other duties as assigned.

Qualifications
- Advanced degree in quantitative research, psychometrics, social science, education, economics, evaluation, measurement, or another relevant field; Ph.D. highly preferred
- A minimum of eight years of experience designing, managing, and conducting quantitative assessments and evaluations for donor-funded projects
- Demonstrated expertise in high-level quantitative data analysis, including methods such as multivariate regressions, classical test theory, item response theory, equating approaches (such as mean, linear, and equipercentile), structural equation modeling, and hierarchical linear modeling
- Strong work ethic, positive mindset, and comfort with the ambiguity and pace of a dynamic environment
- Experience working with analysis software such as Stata or R
- Experience in evaluating programs in low-income countries
- Strong interactive presentation and workshop facilitation skills
- International development experience preferred
- Professional proficiency in written and spoken English required; French proficiency is a plus
- Demonstrated initiative, versatility, integrity, and interpersonal skills
- U.S. work authorization is required; STS is not able to sponsor employment visas
- STS requires the holder of this position to be fully vaccinated against COVID-19

Location: Although STS staff largely work remotely, preference will be granted to candidates

located in or willing to relocate to one of STS's current hubs: Washington DC Metropolitan Area, San Francisco Bay Area, or Research Triangle in N.C.

Salary: $120,000 to $150,000

Benefits: School-to-School International offers excellent benefits, including health, dental, vision, disability, and life insurance, generous time off, employee assistance program, mobile phone reimbursement, flexible work schedule, and 401K match. Non-monetary benefits include a unique opportunity to be part of a growing, mission-driven organization that is working to promote education as a human right.

Please submit a resume/CV and cover letter describing your interest and qualifications to info@sts-international.org with the subject line "[Principal Researcher]." Applications will be reviewed on a rolling basis.

School-to-School International is an equal employment opportunities (EEO) employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, age, disability status, protected veteran status, gender identity, sexual orientation or any other characteristic protected by applicable law.