

Research and Impact Officer

About Overdeck Family Foundation

Overdeck Family Foundation (“the Foundation”) was founded in 2011 by John and Laura Overdeck with the goal of providing all children the opportunity to unlock their potential. The Foundation focuses exclusively on enhancing education, funding efforts both inside and outside of school in the areas of early childhood, informal STEM education, and K-9 programs that include supporting educators and student-centered learning environments. Our grantmaking and strategic support focus on unlocking innovation, evidence, and growth opportunities for organizations and researchers that are committed to accelerating key academic and socioemotional outcomes for all children. The Foundation funds both direct impact organizations and ecosystem efforts that clear the path to scale for our grantees and the work that they do.

At the Overdeck Family Foundation, we achieve our impact through collaboration, fostering a culture of curiosity and learning, and living our core values to drive meaningful change. Visit www.overdeck.org for more information.

The Research and Impact Officer Position

The Foundation is hiring a Research & Impact Officer to lead the Foundation’s investments and support for research and evidence-building. Reporting to the Director of Strategic Impact and Learning (SIL), the Research & Impact Officer will play a vital role in guiding strategy and grant funding decisions based on evidence. Their responsibilities encompass assessing and building grantee evidence, managing research grants, and promoting lessons learned. The Officer will support the Foundation by reviewing and summarizing impact evidence for grant opportunities, providing technical assistance to Foundation staff, and supporting other portfolios’ research needs. They will frequently collaborate with grantees, and advise them in bolstering their evidence of impact and capacity to effectively apply such evidence. Internally and externally, the Officer will foster learning and raise awareness of evidence-based programs and practices. Long term, this role will boost the Foundation’s thought leadership and public voice for advancing rigorous research, evaluation, and impact initiatives.

The ideal candidate has extensive experience in impact evaluation and social policy research, is skilled in various research methods, has advised nonprofits, and thrives in dynamic, innovative environments.

What You’ll Help Us Do:

Research

- Develop research agendas with portfolios that guide investments and learning
- Solicit, develop, and review research proposals
- Manage research grants including advising on study design and implementation, reviewing reports and deliverables, and communicating findings
- Conduct evidence syntheses to assess impact potential in new strategic areas

Grantee Evidence-Building

- During the diligence process, review the evidence base for grant opportunities across portfolios
- Communicate evidence of impact in grant recommendation meetings with trustees
- Identify and support investments to build evidence for grantee programs
- Provide technical assistance to grantees to build their capacity to generate and apply evidence (e.g., developing theory of change/logic model development, consulting on measures and assessment instruments)

Learning

- Facilitate team conversations and forums to discuss and apply insights from Foundation research investments and relevant field research
- Deliver trainings to staff that build internal capacity to support and understand research
- Represent and communicate insights from Foundation research investments through blog posts, speaking engagements, and other formats

Who You Are:

An evidence enthusiast equipped to consume, sponsor, and apply insights from research to influence practices. You bring an incisive lens to the design and implementation of research, maintaining a high bar for rigor that elevates the quality of studies you support. You demonstrate dexterity with a range of research methods, pursuing study designs that correspond to the needs and stages of organizations. You quickly deduce the meaning and implications of research findings, and seek to socialize findings with colleagues and partners in order to encourage more evidence-based decisions.

An empathetic and collaborative individual with deep client service orientation. You build trusting relationships internally and externally because you are authentically you and you value candor and kindness in your interactions. You operate with a high level of self-awareness, humility, and emotional intelligence and you value the same in your colleagues. You engage in conflict confidently and with kindness and navigate tensions by seeking understanding and valuing multiple perspectives. You are able to hold and honor values and perspectives that are different from your own. You deeply believe in the potential of all professionals to learn and grow. You look forward to building and sustaining partnerships with colleagues, grantees, and vendors that promote actionable insights. You have exceptional verbal and written communication skills and can clearly communicate a message tailored to your audience.

A strategic thinker and strong operator. You are able to collaboratively shape and advance the strategy for achieving the Foundation's vision. You excel at understanding big-picture objectives, breaking them down into manageable goals, and outlining the steps necessary to achieve them. Your strong analytical skills allow you to anticipate potential obstacles and formulate contingency plans. You are skilled in aligning resources, timelines, and stakeholder roles for efficient execution. Your inherent leadership capabilities inspire others toward the shared vision. Being results-driven, you constantly monitor progress against objectives, making adjustments as needed to ensure your strategies stay on track. Overall, you possess the capability to transform abstract visions into concrete, achievable outcomes.

Someone who is comfortable in an ambiguous, fast-paced, entrepreneurial environment. You are adaptable, driven, and resilient. You can successfully manage numerous priorities and projects. You are excited about working in an environment where complex problems are being considered and can proactively develop creative solutions. You value the unknown and are excited to bring new

ideas to life. You are comfortable with constant learning and innovation, showing a high level of creativity, curiosity, and problem-solving ability in your approach to work.

What You've Done:

Required experience:

- 10+ years of relevant experience in impact evaluation/social policy research roles
- Grounding in a variety of research designs and methods, and performing quantitative analysis
- Client service/practitioner orientation with experience consulting with or providing technical assistance to nonprofits
- Success in a cross-functional position, including strong interpersonal and relationship management skills to ensure collaboration and continuous learning
- Ability to thrive in a fast-paced, entrepreneurial organization that prioritizes continuous learning, innovation, data-driven decision-making, and a bias toward action

Preferred experience:

- Education/early childhood sector experience
- PhD in relevant sector (economics, applied economics, or social sciences)

How to Apply:

Overdeck Family Foundation is partnering with [RCG Talent Solutions](#) to find our next Research and Impact Officer. Please follow [this link](#) to submit your application and direct all questions to openroles@rcgtalent.com.

Working at Overdeck Family Foundation:

The base pay for this role is \$160,000-\$175,000, with potential additional compensation and benefits, including discretionary bonuses, health and dental plans, wellness programs, and 401(k) contributions. The compensation range aligns with our expectations, reserving the top end for qualified candidates who fully meet the required skills, qualifications, and experience. We also have the flexibility to offer higher compensation to exceptionally qualified individuals.

Overdeck Family Foundation requires all employees to live within a commutable distance from the office in the SoHo neighborhood of New York City. Each week, employees must work in the office on Tuesdays and additional “team days” for collaboration, with the option to work remotely on all other days. Perks of being in the office include on-site gyms with laundry service, wellness classes, snacks and beverages, and a casual dress code in our beautiful office in SoHo.

Equal Opportunity Employer:

Overdeck Family Foundation is dedicated to the work of unlocking every child's potential. We are committed to creating a workplace where employees thrive both personally and professionally. We also believe our employees should reflect the rich diversity of the children in the education system we aim to support—in race, gender, age, culture, and beliefs—and we support this diversity through all of our employment practices.

All applicants and employees who are drawn to serve our mission will enjoy equality of opportunity and fair treatment without regard to race, color, age, religion, pregnancy, sex, sexual orientation, disability, gender identity, gender expression, national origin, genetic information, veteran status, marital status, and prior protected activity.