

**Job Title:** Associate

**Organization:** Education Resource Strategies

Education Resource Strategies is a fast-growing, nationally recognized non-profit firm, doing leading edge work in education. ERS applies strategic consulting skills and concepts to the challenge of fixing urban education. We are a small group of high energy, committed professionals dedicated to helping public schools manage their resources more effectively. We do this by conducting and disseminating research on urban districts in cities such as New York, Chicago, Baltimore, Washington, DC, Rochester, NY and Los Angeles to analyze and understand their current use of resources and to compare the current use of resources to more strategic, research based practice.

Our work is customized to meet the specific needs of partnering school districts, in five primary practice areas: School Funding and Staffing Systems, Strategic School Design, Human Capital, School Planning, Support and Supervision and Strategic School System Design.

Our organization is small but growing. Demand for ERS services among large urban districts is increasing, and we hope to double the number of Districts we serve over the next several years. To do this, we must add a small number of highly qualified and committed associates to the ERS team.

ERS offers a unique work environment. While our headquarters is in Watertown, MA, we operate as a virtual community, with associates located throughout the US. We are committed to quality in our work, but are also committed to achieving that quality through a flexible environment that values work/life balance.

More information about ERS is available at our website: [www.educationresourcestrategies.org](http://www.educationresourcestrategies.org).

**Job Description:** Associate

We are looking for an Associate to join the ERS team, reporting to a Principal Associate or Manager. The core of our practice involves combining extensive knowledge of school systems and educational theory and practice with intensive, quantitative financial and data analysis to generate new insights and prioritize action. The ideal ERS Associate has strong and proven analytical skills, enjoys the analysis and interpretation of information and data, and has knowledge of and experience in the education sector.

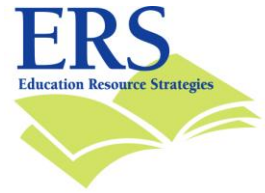
An ERS Associate typically works on a 3-5 project teams per year, often on 2-3 engagements at one time. The engagements usually run for most of the school year, and our client is most often the Superintendent and his or her direct staff. A typical engagement requires data gathering from the district, intensive data analysis, the summary of conclusions from the data, and then working with the client to understand the implications of the work and to develop an implementation plan. Some travel is required, usually averaging one to two overnight trips per month. Because of our flexible and virtual work environment, Associates must be able to work independently.

Responsibilities include:

- Actively participating as a member of ERS project teams
- Executing and communicating well-defined analysis with moderate supervision
- Participating in drawing implications and conclusions from analyses
- Supporting development of presentations and briefs
- Conducting research and literature reviews
- Participating in client meetings, interviews and school visits

***Rethinking Resources for Student Success***

75 North Beacon Street, Watertown, MA 02472 ♦ [www.educationresourcestrategies.org](http://www.educationresourcestrategies.org)



ERS is a small but growing firm, doing leading edge work in education. We are looking for someone to join our team who is creative, passionate about education, able to work independently and committed to making our work and our organization the best that they can be.

**Qualifications:**

- Bachelor's degree in a quantitative discipline (economics, engineering, mathematics, etc.)
- Experience in quantitative analysis, strategic consulting or other comparable area with a strong emphasis on strategy and analytics
- Passion for work that makes a difference
- Strong leadership skills
- Proven analytic and strategic capability
- Excellent written and oral communication skills.
- Experience in education or education reform a plus

**Salary:** Commensurate with experience

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