

**Job Title:** Principal Associate

**Organization:** Education Resource Strategies

Education Resource Strategies is a fast-growing, nationally recognized non-profit research group dedicated to eliminating the achievement gap in urban schools by promoting a more strategic use of school and district resources. 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:** Principal Associate

We are looking for a Principal Associate to join the ERS team, reporting to a Practice Director. 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 Principal Associate has strong and proven intellectual leadership capability, analytical skills, enjoys the analysis and interpretation of information and data, and has knowledge of and experience in the education sector.

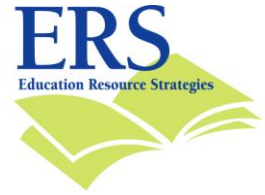
An ERS Principal Associate typically works on a 3-5 project teams per year, often on 2-3 engagements at one time. The engagements usually run for most of the school year, and our client is most often the Superintendent and his or her direct staff. A typical engagement requires data gathering from the 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, Principal Associates must be able to work independently.

Responsibilities include:

- Actively participating as a member of ERS project teams
- Leading well defined sections of project work, including:
  - Actively contributing to the design of the analysis
  - Owning well defined analyses from start to finish
  - Planning, executing and communicating results with limited supervision
  - Drawing implications and conclusions

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- Producing client ready documents and presentations
- Assisting in developing and managing the project work plan.
- Assisting in the development of tools, products and papers for publication and dissemination
- Supervision of one or more analysts
- Participation in client meetings and presentations

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:**

- 3-4 years experience in strategic consulting or other comparable management field with a strong emphasis on analytics
- Passion for work that makes a difference
- Strong management and leadership skills
- Proven analytic and strategic capability
- Excellent written and oral communication skills.
- Experience in education or education reform and/or in-depth knowledge of school reform issues preferred
- Master's Degree in relevant field (Business, Public Policy, Public Administration or Education) required

**Salary:** Commensurate with experience

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