The Texas Alliance for Child and Family Services

Data and Evaluation Specialist

Background: The Texas Alliance of Child and Family Services (TACFS) is Texas' leading network of mission-driven organizations that serve vulnerable children, youth and families in their communities. TACFS members work to prevent and address child trauma through services including prevention and early intervention, family preservation, residential/foster care services, adoption, post-adoption, youth runaway and transition services, mental health, education, substance abuse and other programs designed to promote safety and reduce risk for children, youth and families.

Our mission is to strengthen and continuously improve the services, practices, and care for at-risk children, youth, and families. We achieve this mission through research, education, collaboration, and advocacy. Our overall strategic aim is to support our members so they can provide the highest quality services. The Texas Center for Child & Family Studies (the Center) is a 501(c)(3) and a supporting organization of TACFS. The Center's mission is to provide education, research, and training to strengthen the capacity of organizations and systems of care to deliver high quality support services to children and families in Texas.

The TACFS team is mission-driven, motivated, and supportive of new and different ways of meeting the needs of our member organizations and the child welfare community. We were established in 1976, and we are continuously evolving in response to the dynamic nature of the work we do.

Current opportunity: A priority of TACFS is conducting research and evaluation that informs efforts to improve child welfare services in Texas. We also undertake efforts to ensure that we, our members, our partners, our clients, and key stakeholders have access to the data and information necessary to understand the child welfare system and guide decision making.

We are looking for a Data and Evaluation Specialist with a broad skill set in using data and supporting research and evaluation. Our ideal candidate will be able to prepare and use large data sets to support research projects, build and enhance data tools, identify key insights, and generate recommendations for systems and policy improvements. Further, we are looking for a candidate who can provide project support for our research and evaluation work. Our ideal candidate will have knowledge and experience in evaluation design and processes, data collection, project coordination, and interpretation of findings.

The Data and Evaluation Specialist will work closely with teams across the organization. We are looking for an analytical, resourceful, flexible team player and skilled communicator.

Reporting: The Data and Evaluation Specialist will work under the immediate direction of the Director of Research and Evaluation and will work collaboratively with the VP of Systems Advancement, other TACFS staff, TACFS CEO, TACFS Board, service providers, and state and national partners.

Roles and Responsibilities:

The Data and Evaluation Specialist roles and responsibilities include:

- Data Management, Analysis, and Visualization:

    o Collect, track, and analyze relevant data from national organizations, federal agencies, state agencies, and other available sources to evaluate trends on children, families, organizations, and policies in the child welfare system

    o Analyze data with attention to demographics, including gender, age, race, location, type of placement, time in care, and other dimensions of identity

- Data Visualization and Presentation:

    o Develop and deliver in-person and virtual presentations for internal and external audiences, including member organizations, coalitions, and policymakers

    o Tailor presentations to address audience-specific issues

    o Produce clear and compelling data visualizations and analyses for internal and external audiences.

    o Use Power BI, Tableau, or other platforms to create user-friendly data tools

- Capacity Building:

    o Provide consultation and technical assistance to agencies on using data to guide program, policy, and organizational improvement

    o Participate in business development efforts to grow our consultation and technical assistance work

- Evaluation Support:

    o Provide generalist support on research and evaluation projects, including developing evaluation plans, coordinating and conducting research tasks, and establishing and tracking research processes

    o Oversee data collection associated with process and outcome evaluations

    o Guide day-to-day implementation of research projects

    o Assist with interpreting and reporting evaluation findings

- Other duties as assigned

Required Qualifications:
- Bachelor's degree in a field relevant to the job roles and responsibilities
- At least 3 years of experience in research, evaluation, and/or data management and analysis
- Knowledge of core research and evaluation concepts and processes
- Ability to decipher and organize large data sets
- Comfortable working in a fast-paced environment with competing priorities
- An analytical mindset with good communication and problem-solving skills

- Experience giving verbal presentations and developing collateral materials, including slide decks and handouts
- Ability to translate complex information clearly and in nontechnical terms to diverse audiences
- Committed to the mission of the organization
- Organized, self-motivated, and committed to integrity

Preferred Qualifications:

- Master's degree in a field relevant to the required job qualifications strongly preferred
- Knowledge of the child welfare system
- Ability to transform data, including merging/linking data sets; creating longitudinal data sets; and cleaning, reshaping, and recoding data to meet project-specific parameters
- Proficiency in Power BI or Tableau
- Willing to receive training to learn new skills as needed to enhance projects
- Experience in statistical analysis

This is a full-time position in a flexible work environment. The majority of work will be done remotely, though some travel will be required. This is a grant-funded position.

TACFS values our employees and aims to provide compensation and benefits commensurate with experience. TACFS is an equal opportunity employer. TACFS does not discriminate based on race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status, or any other basis covered by appropriate law. All employment is decided based on qualifications, merit, and business need.

Please e-mail resume and cover letter to Jennifer Lawson, Director of Research and Evaluation, at jlawson@tacfs.org.