

Research Director

Want to make a difference? Fahe is on a mission to eliminate persistent poverty in Appalachia. Our Network of 50+ locally rooted nonprofits is building stronger communities for families to prosper. Since our inception in 1980, the Fahe Network has served more than 450,000 people, made \$703.5 million in direct investments, and achieved a total cumulative financial impact of over a billion dollars in Appalachia.

Job Summary:

Fahe seeks a creative thinker to serve on the frontlines of our mission to eliminate persistent poverty in Appalachia. The Research Director will design and conduct research around Fahe's strategic charges: Leadership, Housing, Education, Health & Well-Being, and Economic Opportunity. The candidate will analyze and collate information, determine what is most important, and ensure that Fahe remains ahead of national trends and shapes the trajectory of our work accordingly.

The ideal candidate will work well independently to:

- 1) continually pose and re-envision the guiding questions that direct Fahe's research and strategic direction,
- 2) develop and conduct research with appropriate analysis and subsequent reporting on interpretations of the data,
- 3) identify and acquire data (internal and external) needed to support Fahe's narrative and impact, and
- 4) develop and curate a repository of research literature.

The candidate must be equally strong at working with others, as they will be expected to

- 1) prioritize and cull out the most important peer-reviewed findings from research and package them to the management team in a non-academic, practice-focused way,
- 2) strategically interweave data and research (internal and external) with Fahe's stories, impact, and organizational narrative to support advocacy, communication, and development.
- 3) develop and present plans to translate research findings into practice, policy, or further research in response to data measurements and outcomes.

A successful Research Director will be forward-thinking, fluent in the language of social science research, a superb communicator, knowledgeable about the markets where Fahe works, and ready to shape Fahe's organizational goals through hard work and creative thinking. The Research Director will, as all employees do, promote the mission of the organization, and seek to identify and research opportunities for Fahe and our partners on the ground to address those circumstances that perpetuate poverty.

Essential Duties and Functions:

- Track, develop recommendations, and otherwise respond to trends as they pertain to rural America and Central Appalachia.
- Conduct high-quality research and analysis to develop Fahe's understanding of trends, issues, and opportunities around Leadership, Housing, Education, Health & Social Services, and Economic Opportunity.
- Develop a repository of research/literature applicable to Fahe's charges and key audiences.
- Develop and present plans to translate research into practice, policy, and/or further research.
- Collaborate with colleagues and provide leadership around how Fahe collects, organizes, and analyzes data.

Requirements for this position include:

- Ability to design and conduct research and analysis
- Experience with program evaluation
- Experience with research design and execution
- Excellent writing skills and the ability to write clearly for multiple audiences
- Strong interpersonal communication skills and the capacity to work constructively in teams
- Fluent in social science research methods
- Knowledge of implementation and translational sciences
- Creative thinking skills needed to devise new ways to carry out tasks, solve problems, and meet challenges
- Detail-oriented
- Ability to work with minimal supervision
- Residence in Appalachia and the ability to travel frequently to Berea and many other communities within the region
- Passion for service, the future of Appalachia, low income people, and Fahe's mission

Preferred Education and Experience:

- Master's Degree in related field. For example: social work, sociology, community development, community leadership, public health, public administration, anthropology.
- Three years of experience in research or related work.
- Experience working in Central Appalachia or rural America.
- Experience with nonprofit organizations.
- Experience with infographics and the creation of visual materials.

Fahe is an Equal Opportunity Employer seeking applicants who can bring diverse viewpoints, experience, talents, and culture to promote our organization's mission of eliminating persistent poverty in Appalachia. We offer a diverse work environment with competitive salaries and excellent benefits. Visit www.fahe.org to learn more about Fahe.

Qualified candidates may submit a resume or curriculum vita, writing sample (e.g. research report, academic paper, grant proposals), salary requirements, and cover letter to hr@fahe.org or mail to Fahe/ATTN: Human Resources; 319 Oak Street; Berea, KY 40403.