



Director of Research & Data

The National Association for Latino Community Asset Builders (NALCAB) is a national membership organization representing 200+ nonprofits that serve diverse Latino communities in all 50 states, Washington, DC, and Puerto Rico. With offices in San Antonio, TX, and DC, we are a grant maker and US Treasury-certified Community Development Financial Institution (CDFI). We support our members through training, funding, policy advocacy and resources to amplify the impact of their programs and services. Working together, the NALCAB network is able to affect real change.

NALCAB Network members invest in their communities by building affordable housing, addressing gentrification, supporting small business growth, and providing financial counseling on issues including credit building and homeownership.

Our mission: NALCAB strengthens the economy by advancing economic mobility in Latino communities.

Summary:

The Director of Research and Data will lead our research and data initiatives, providing actionable insights to inform program development, policy advocacy, and strategic planning. This role will oversee the research initiatives, utilizing advanced methodologies to evaluate impact and trends, working closely with leadership to align analysis, and reporting of data to support our mission and enhance our impact within the Latino community.

Essential Duties and Responsibilities:

- Research Leadership:
 - Develop and implement a comprehensive research agenda aligned with the organization's goals and priorities.
 - Oversee the creation of datasets, tools, and methodologies that ensure high-quality, reliable data collection and analysis.
- Data Collection & Analytics:
 - Conduct qualitative and quantitative research to evaluate program effectiveness, community needs, and organizational impact.
 - Leverage programmatic data to generate evidence-based insights for both internal and external stakeholders.
- Reporting & Communication:
 - Prepare and present research findings to stakeholders, including board members, founders, and community partners.
 - Prepare and present data findings in accessible formats, including visualizations and reports, for a variety of audiences, ensuring clarity for internal and external stakeholders.
- Collaboration:
 - Work closely with program managers and leadership to integrate research insights into program design and implementation.



- Collaborate with the External Affairs team to develop engaging materials that highlight key research findings and impact stories for NALCAB and its members.
- Assist in the development of grant proposals by providing data and research findings that demonstrate need and impact.
- Engage in thought leadership, positioning NALCAB as a trusted voice on Latino community development issues.
- Capacity Building:
 - Train and mentor staff in data collection, analysis techniques, and the use of research tools to foster a culture of evidence-based decision-making.
- Community Engagement: Engage with community members and stakeholders to gather input and feedback, ensuring research efforts reflect the needs and perspectives of the Latino community.

Qualifications:

- Bachelor's degree in social sciences, Public Policy, Education, or a related field.
- Master's degree in social sciences, Public Policy, Education, or a related field is preferred.
- 8+ years of proven experience in institutional research, program evaluation, or a related area, preferably within the nonprofit sector.
- Solid analytical skills with proficiency in statistical analysis software (e.g., SPSS, R, or similar) and data visualization tools (e.g., Tableau, Power Bi).
- Outstanding written and verbal communication skills, with the ability to communicate complex data clearly and compellingly to diverse audiences.
- Strong ability to communicate complex data clearly to diverse audiences.
- Experience working with Latino communities and an understanding of the issues they face is a plus.
- Excellent leadership, organizational, and project management skills, with the ability to manage multiple priorities and deadlines.
- Bilingual (English/Spanish preferred).
- Some travel will be required, 15% approximately.
- Other duties as assigned.

Work Environment

The work environment is representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Core business hours are 8:30AM to 5:00PM CT whether working remotely or in the office.



Position Type

Full – Time.

Compensation

\$85,000-\$102,000 Commensurate based on experience.

Washington, DC employee salaries are paid at a 26% differential.

Location of Employment

Hybrid: San Antonio, Texas or Washington, DC.

Benefits

Our commitment to your success is enhanced by our competitive compensation and extensive benefits package including paid time off, medical, dental, vision, 401K with company match, and future growth opportunities within the organization. We work to maintain the best possible environment for our employees where people can learn and grow with the organization.

To Apply

To respond to this opportunity, please email resume to:

<https://insperity.avature.net/careers/JobDetails?jobId=20116>

Please add *Director of Research and Data* to the subject line.

EEO Statement

NALCAB is committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants and staff without regard to race, color, religion, sex, pregnancy, national origin, age, physical and mental disability, marital status, sexual orientation, gender identity, gender expression, military and veteran status, and any other characteristic protected by applicable law. NALCAB believes that diversity and inclusion is critical to our success, and we seek to recruit, develop, and retain the most talented people from a diverse candidate pool.