

**Job Title:** Associate

**Organization:** Education Resource Strategies

Education Resource Strategies is a non-profit strategy consulting firm that works with large urban public school systems. We are transforming education by helping leaders strategically use resources to improve student learning. Today's schools face the unprecedented challenge of dramatically raising their performance while weathering the most severe economic downturn in generations. Districts have two choices: do less with less, or take dramatic steps to create a transformed system that generates better results. We are the only organization in the country with over 10 years of experience collaborating with the largest urban districts in this important area of strategic resource allocation.

What makes ERS unique?

**(1) Our analytical approach:** The core of our practice is to provide in-depth strategic and analytic support to leaders of large urban school systems. We do this by combining extensive knowledge of school systems and educational theory and practice with intensive, quantitative financial and data analysis. To support this work, we have developed analytic techniques, methodologies for mapping resources, and metrics for gauging performance that provide our clients with a unique perspective on how they deploy resources to support their priorities. This unique perspective, combined with ERS developed web and excel based decision support tools, provides district and school leaders clear and actionable information to develop solutions to resource allocation issues.

**(2) Our collaborative client engagements:** ERS's client engagements are partnerships. We view it as part of our explicit mission to build client capacity to understand and implement effective resource practices. Successful engagements result in clients internalizing our methodology and approach into the way they do business. To accomplish that goal, our approach is very different from the typical grab data, crunch numbers, deliver a report model. Our client engagements frequently last over extended periods with significant contact, including working sessions where we collaboratively grapple over analysis to develop solutions and customized training.

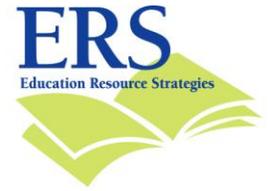
**(3) Our contribution to the national conversation:** One of ERS's primary missions is to influence the national conversation on district and school resource issues. Our working partnerships with school systems form the bridge between practice and research. Our relationship with clients provides us with access to a wealth of information not otherwise publically available and an unrivalled knowledge of the resource issues facing districts. This experience and the extensive comparative database of resource information and metrics for all of the districts in which we have worked form the foundation of our research and support tool development.

Our office is in Watertown, Massachusetts, along the beautiful Charles River and conveniently located to Harvard Square and the Mass Pike. We have a unique work environment; we are committed to high quality in our work and committed to achieving that quality through a flexible environment that values work/life balance.

For more information, please visit our website: [www.erstrategies.org](http://www.erstrategies.org).

#### **Job Description:**

ERS is a small but growing firm. 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.



The ideal ERS Associate has strong and proven analytical skills, including proficiency in supporting tools such as Excel and SQL, enjoys the interpretation of information and data and thinks strategically. ERS is a small organization with a strong professional learning community. As such, we place teamwork, initiative and a desire to learn and grow at a premium. While experience in the education sector is not required, a passion for improving the educational experience for all students is!

An ERS Associate typically works on two project teams at a time. Our client is most often the Superintendent and his or her direct staff. While all client engagements are unique, most engagements require intensive data collection, analysis, and mapping as well working with the client to understand the implications of the work and to develop leveraged strategies and solutions to address the highest impact implications. The Associate has primary responsibility for conducting much of the analytics as well as supporting the development of client presentations and reports. As a member of the project team the Associate will work closely with the Director and Principal Associate at ERS to draw meaning from the data analysis and collaboratively generate the final work products. ERS's inclusive and collaborative approach to project teams ensures that Associates will have the unique opportunity to participate in meetings with Superintendents and other district leaders. All Associates are expected to participate in the ERS' internal and external knowledge management through practice area development, writing articles for publication, and supporting the development of client decision-making tools.

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 client presentations and briefs
- Conducting research and literature reviews
- Participating in client meetings, interviews
- Some travel is required, usually averaging one to two overnight trips per month.

Qualifications:

- Bachelor's degree in a quantitative discipline (economics, engineering, mathematics, etc.) required, master's degree (MBA, MPP, MPA or Education) preferred.
- Experience in quantitative analysis, strategic consulting or other comparable area with a strong emphasis on strategy and analytics
- Excellent written and oral communication skills.
- Experience and/or strong interest in education or education reform
- Experience with Microsoft Excel and PowerPoint required, and Microsoft Access and SQL preferred

**Salary:** Competitive

**Contact:** Interested in becoming an ERS Associate? Please submit your resume and cover letter to Julie Derderian: [jderderian@erstrategies.org](mailto:jderderian@erstrategies.org)