



**Job Title:** Summer 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 urban education by helping leaders strategically use resources to dramatically improve student learning.

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).

### **Responsibilities:**

ERS is a small but growing organization with a strong professional learning community. As such, we place teamwork, initiative, and a desire to learn at a premium. We are looking to add 1-2 Summer Associates to the ERS team for ten weeks this summer. The ideal candidate has previous work experience, a passion for improving education, strong and proven analytical skills (including the proficiency in using tools such as Excel and SQL), enjoys the interpretation of data, and thinks strategically. The Summer Associate will report to a Principal Associate or Manager on the project team. The Summer Associate will work in our Watertown office and may be expected to travel to a client district.

The Summer Associate is expected to:

- Actively participate as a member of an ERS client team
- Execute and communicate well-defined analysis with moderate supervision
- Participate in drawing implications and conclusions from analyses
- Support the development of client presentations and reports
- Conduct research related to ERS practice areas

Because this role is embedded in our ongoing work with district partners, specific project assignments will be developed in the spring. In 2011, we expect that we might have Summer Associate projects in strategic resource mapping, school design, and weighted student funding implementation. This is an example of a Human Capital project a Summer Associate completed at ERS: Compile a Teacher Retention and Recruitment report for the Chief Human Resources Officer of a large urban school district. The report will provide a high-level overview of the full-time teaching staff: who is likely to join/leave the district and which characteristics are better predictors of strong or effective performance. Day-to-day activities included: (1) Create master teacher and school databases which involved analyzing student, teacher, and school-level data (e.g., education background data, certification information, student performance data, and school demographics) (2) Work with a third party vendor and approximately 90 principals to execute district-wide principal survey; collect and analyze preliminary teacher efficacy ratings to assess teaching quality (3) Compile value-add student growth measures for subset of teacher population (4) Work closely with the other 3 members of the project team.



**Qualifications:**

- Bachelor's degree in a quantitative discipline (economics, engineering, mathematics, etc.) required, coursework toward a 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 Excel and PowerPoint required, Access and SQL preferred

**Salary:** Competitive

**Contact:** Please submit your resume and cover letter to Julie Derderian: [jderderian@erstrategies.org](mailto:jderderian@erstrategies.org)