



Position: Web Development and Data Associate

Location: New York City or Los Angeles preferred; other SFER sites considered

Reports to: Chief Program and Initiatives Officer

GENERAL SUMMARY

At Students For Education Reform (SFER), we believe that collecting and using data with purpose accelerates our ability to learn, improve our practices across teams, and create greater impact. SFER is seeking a Web Development and Data Associate with experience building websites on common CRMs (E.g., NationBuilder, Salesforce, Mailchimp), analyzing data and creating clear dashboards, and contributing to an upbeat and inclusive team culture.

This role will be approximately one half data systems management and training, and one half web development. The Web Development and Data Associate will use these skills and experience to grow our movement to achieve educational justice for students in communities that have historically been underserved and the target of discriminatory education policies.

Students for Education Reform (SFER) develops college students into grassroots organizers who fight for educational justice in their communities. SFER is a student movement that champions educational equity for all children, regardless of race or background.

WHY WORK FOR SFER?

While the work is hard, we approach it with the audacity of believing that students have the power to change the education system and the humility to know it takes time and that thousands have come before us in this fight. We work with urgency, passion, and — most importantly — a lot of joy. We are looking for talented, passionate individuals to join our team and work with us to continue the fight for educational equality.

This position is a fantastic opportunity for an entrepreneurial individual who's passionate about supporting a small, scrappy nonprofit.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Data Management and Analysis

- Actively manage SFER's CRMs (NationBuilder, Salesforce, Mailchimp), ensuring that data from across the organization is captured accurately, at appropriate intervals, and reflects the information that each team needs to make informed decisions about how to work most efficiently and effectively.
- Create and regularly update weekly, monthly, and quarterly dashboards that reflect progress to goals and clearly present key insights or strategic questions implicated by the data.
- Regularly train staff and SFER members on how to navigate and leverage SFER's CRMs and other data systems as active organizing tools (segmenting lists, recruiting for events, building websites, etc.), in addition to data storage.
- Develop systems for easy and efficient data input, while protecting data integrity and completeness.
- Make recommendations about how to use data most effectively and lead strategic data-focused projects that will enhance each team's efficacy.

Web Development

- This position is the on-staff front end web developer. Make regular updates and develop new pages on SFER website using HTML, CSS, and JavaScript.
- Lead work to substantially update and enhance website or fully redesign.

POSITION QUALIFICATIONS

- Bachelor's degree or significant training in a relevant field required

- 1-4 years of experience building websites, managing web strategy, UX/UI.
- Advanced HTML, CSS, Javascript required
- Experience using volunteer management platforms or CRMS (NationBuilder, Salesforce, etc.) required.
- Advanced demonstrated knowledge of how to navigate and fully leverage the features of NationBuilder preferred.
- Advanced skills using Excel and similar programs to manipulate data and create clear, descriptive dashboards required.
- Experience teaching or training others to use dynamic, digital tools to capture and use data to strengthen and expand high-impact work preferred.

GENERAL QUALIFICATIONS

- Excellent communication and collaborative and skills, especially across teams with complimentary, but significantly different metrics for success (E.g., community organizing, development, communications) required.
- Excellent analytical skills and the ability to break down complex data and information into easily understood tables, reports, and narratives required.
- Desire to share and learn from the perspectives, knowledge, and experiences of others in order to strengthen individual and team performance required.
- Evidence of creating or strengthening data systems or processes in one or more functional areas of an organization highly preferred.
- Belief in the power of young people to influence policies and politics in their communities required.
- Belief that all students deserve the opportunity to receive an excellent education that affirms their unique identity required.

VALUES

- **Growth.** We give and get a high volume of feedback and work relentlessly to improve.
- **Voice.** We exist to empower our members and create a powerful voice for students in the policy sphere.
- **Tenacity.** We set big goals, persist in the face of challenges, and commit to excellence.
- **Audacity & Humility.** We are willing to take risks, think big, and work hard to bring about transformational change, even while acting and listening with humility, respect, and empathy.
- **Dignity.** We commit to social justice work because we believe in the fundamental value of every child and person.
- **Collaborative Leadership.** Empowering others is the hallmark of transformational leadership. We emphasize both personal growth and shared responsibility while investing in our greatest resource: our people.

COMPENSATION

Salary for this position is competitive and depends on prior experience. A comprehensive benefits package is included.

COMMITMENT TO DIVERSITY

Students for Education Reform encourages individuals of all ethnic and racial backgrounds to apply for this position. We are committed to maximizing the diversity of our organization and recruiting a team that reflects our student movement.

HOW TO APPLY

Email jobs@studentsforedreform.org with a resume and cover letter explaining where you found the job listing and why you are an ideal candidate for this position. Please indicate in your letter where you learned of the position. A limited number of candidates will be scheduled for phone interviews.