



The Aurora Institute
Research Manager
Arlington, VA

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About The Aurora Institute

At Aurora Institute, we are at the forefront of educational transformation, guided by our unwavering belief that every student deserves the tools to navigate our ever-evolving world. In a rapidly changing educational landscape, we are pioneering the growth of next-generation, competency-based education, and personalized learning across the United States.

Since our inception, we've been a driving force behind the movement to redefine education for the 21st century. Our work serves as a beacon for education innovators, shedding light on the path toward transformative change within K-12 systems. We relentlessly pursue best practices, challenge policy barriers, and offer recommendations that reshape the future of education.

Hand in hand with educators, school leaders, students, and communities, we are forging a bold, future-focused vision of education. We accomplish this through unwavering commitment to state and federal policy advocacy, creating a thriving educational ecosystem, and by fostering connections and convening thought leaders.

Our Commitment to Excellence and Equity:

At Aurora Institute, we bring unparalleled expertise, meticulous issue analysis, and technical assistance to the forefront of education innovation. Our mission is to dramatically enhance student learning by advancing groundbreaking innovations in education. We are tireless advocates for excellence and equity, with a particular focus on historically underserved student groups who have long been overlooked by one-size-fits-all models.

For nearly two decades, we've dedicated ourselves to expanding educational opportunities and securing high-quality learning for all students. Our ultimate goal is the transformation of education systems, ushering in an era of innovation and equity. And we can proudly declare that this transformation is already in motion.

Competency-Based Education: Transforming Learning

Competency-based education, a reform led by educators, is gaining momentum in schools and districts nationwide. The core idea is simple yet profound: we measure learning by students demonstrating mastery, not by hours spent in a classroom. By redesigning education around tangible student achievement, we are preparing each student more effectively for an increasingly global and competitive future.

Annually, Aurora hosts a symposium that stands as the field's premier gathering of education innovators relentlessly working to transform K-12 education. Join us for a community of like-minded individuals, lessons in education innovation from the field, and the latest research and policy developments to support educational transformation. Leave equipped to take immediate

action in advancing next-generation learning designs. Together, we are shaping the future of education for all.

As we advance this vision of educational equity, we remain steadfast in amplifying marginalized voices and challenging power imbalances.

For more information on The Aurora Institute, please visit their [website](#).

The Opportunity

The Aurora Institute is seeking an experienced education or social science researcher to join our team as Research Manager and support Aurora's work studying and sharing promising practices shaping the future of K-12 personalized, competency-based education. Working collaboratively with the Aurora team, the Research Manager will be responsible for supporting research and evaluation projects that answer critical questions facing the field and disseminating the findings widely. Depending on experience, there are co-design and co-leadership opportunities. By contributing to the development and dissemination of resources that equip educators, school leaders, and policymakers to catalyze and scale next-generation learning approaches, the Research Manager will help inform, inspire, and advance the field.

The preferred candidate will bring valuable experience in collaborating with educators, state or district leaders, and various education stakeholders, having worked at either the local district level, within state or federal government, or with organizations that support competency-based education, career-readiness and workforce development, or curriculum and instruction, or other K-12 education initiatives. We will also prioritize applicants with strong applied quantitative or mixed-methods analytical skills and a background in inclusive or participatory research practices.

This role is an exciting opportunity for a mission-driven researcher to play an instrumental role at the Aurora Institute. It is a full-time position with the opportunity to work virtually.

The Research Manager will be responsible for the following:

- Support implementation of mixed-methods, inclusive research studies and program evaluations, including surveys, experiments, and quasi-experiments.
- Conduct comprehensive literature reviews and data analysis using advanced statistical software (e.g., SPSS, R).
- Assist with focus groups and observations to collect qualitative data.
- Analyze qualitative data using coding and thematic analysis techniques.
- Manage and clean large datasets, ensuring accuracy and integrity.

- Develop and interpret statistical models to answer research questions.
- Write research reports and publications.
- Present Aurora research and evaluation projects and findings to external audiences.
- Depending on background, may contribute to Aurora’s practice and/or policy work, serve as co-principal investigator, and/or lead proof-of-concept and pilot studies to inform larger, grant-supported research and development.

Candidate Profile

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

- Passion for the Aurora Institute’s mission, vision, and values.
- Deep knowledge in the field of K-12 education, with a preference for knowledge of competency-based, student-centered, deeper learning strategies.
- Strong quantitative and qualitative skills and experience with statistical software.
- The ability to communicate research findings for diverse audiences.
- The ability to travel up to five weeks per year to collect data, manage projects, attend work retreats and conferences, and make presentations.
- Ability to work independently and as part of a team.
- Experience in educational research is a plus.

In addition, candidates will offer qualifications and experience in:

- Research and/or evaluations with diverse populations.
- Quantitative and qualitative research with diverse populations.
- Research project management.
- Data science and management, experience managing large datasets preferred.

Compensation & Benefits

Salary is competitive and commensurate with experience. The estimated salary range for this role is \$90,000-\$115,000 with a generous benefits package including full health benefits (medical, vision and dental), 403(b), life and disability insurance; substantial paid vacation, paid family leave, professional development stipend; internet reimbursement. The exact salary that will be offered to the Research Manager will be determined based on a consideration of the successful candidate’s skills and experience and aligned with Aurora Institute’s compensation policies.

Contact

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Erin Reedy and Christy Farrell of Koya Partners have been exclusively retained for this search. To express interest in this role please submit your materials by [filling out our Talent Profile](#) or email Erin Reedy and Christy Farrell directly at ereedy@koyapartners.com and cfarrell@koyapartners.com. All inquiries and discussions will be considered strictly confidential.

The Aurora Institute is an equal opportunity employer and an organization that values diversity. Recruiting staff to create an inclusive organization is a priority, and we encourage applicants from all backgrounds. Candidates are evaluated solely on their qualifications to perform the work required.

About Koya Partners | Diversified Search Group

Koya Partners, a Diversified Search Group company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

Diversified Search Group is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about Koya Partners | Diversified Search Group via the [firm's website](#).