Education Data Analyst Job Announcement

About EmpowerK12

At EmpowerK12, we envision a world where students of all backgrounds can thrive in the life path of their choice. Our mission is to empower education systems with rigorous data analytics and tools to drive collaborative improvement and equitable student outcomes. By education systems, we mean all the components that are critical to ensuring student success including students, parents/families, teachers, school leaders, district leaders, policymakers, support organizations and businesses, researchers, and innovators.

To that end, we empower schools with data analytics tools along with professional development and coaching to turn data into action. Our data analytics tools focus on putting real-time, actionable data in the hands of teachers and administrators so that they can most effectively support students. Our team supports over 40 schools across 18 school networks, and we strive to support DC's broader cross-sector community through citywide research projects such as honoring Bold Schools and understanding math bright spots.

Our Team Culture

We are a tight-knit team that prides ourselves on figuring out how to overcome problems in pursuit of solutions for our partners. Our personal interests vary from DIY home renovation, astronomy, and March Madness to reality TV and probability modeling. We check-in as a team frequently and participate in team-building activities that include trying new restaurants, playing board games, and exploring the District. We prioritize our team's professional growth by ensuring that each team member has both the challenging projects and the support they need to take their skills to new heights. When you join our team, you become part of a dynamic community that encourages everyone to learn new skills and share our learning to grow as individuals and as an organization.

You may fit in well with our culture if your approach to work aligns with ours:
- We are collaborative team players who are excited about building strong relationships among diverse communities
- We are tenacious and willing to ask for help; we understand that challenges are a signal to work smarter, collaboratively involve others, and creatively problem solve
- We desire feedback as part of our commitment to self-development and to improving skills

- We are excited to work in a startup environment where challenges arise daily and where each individual's ideas make an important impact and take EmpowerK12's services to the next level

Position Overview

The data analyst plays a central role in our organization's mission. Ideal candidates combine an understanding of student and school data with analytical fluency and a keen eye for dashboard design. The analyst will be expected to quickly develop data engineering skills including building data warehouses using SQL, creating error-free data pipelines, and designing flexible, powerful data models that help educators gain key insights into student performance. Our team supports analysts via hands-on training and coaching while completing work projects to ensure success. This position is based in DC and will require the analyst to visit schools in the District.

Responsibilities

- Anything it takes to serve our education partners' needs
- Develop data dashboards using Power BI that highlight actionable insights for school leaders and that support data-driven continuous improvement cycles
- Build data warehouses that efficiently pull, transform, and prepare data about students and schools from multiple sources for use in developing innovative metrics and interactive dashboards
- Create systems to improve the efficiency and quality of our dashboarding, data warehousing, and analysis work so we can put more of our resources into directly serving educators and leaders
- Partner with school teams to develop their data literacy and data-driven decision making through group trainings and one-on-one meetings with leaders and data managers

Qualifications

- Commitment to educational equity and EmpowerK12's mission; direct experience in education is preferred, but we will consider candidates who demonstrate commitment to our mission in other ways as well
- Demonstrated ability to fulfill the responsibilities listed above
- Meticulous attention to detail; demonstrated reliability and accuracy in data cleaning and analysis projects
- User-centered perspective; analyses and data dashboards should show evidence of user-centered design principles
- Systematic approach to problem solving
- Strong communicator who can listen to the needs of teammates and school teams as well as explain the systems you build

- Self-directed, self-starter with a willingness to own high-priority projects and do whatever it takes to meet partner and organizational needs
- Effective project manager with ability to drive projects to completion and who is comfortable managing multiple priorities amid ambiguity

Experience and Education

- 5+ years of experience in K-12 education and/or data analysis roles
- Bachelor's degree or higher
- We value a diversity of backgrounds; we will consider candidates that do not meet the listed education and experience requirements if they can demonstrate the qualifications listed above through alternative career paths

Compensation

- At EmpowerK12 we value our team members and offer a robust benefits package and hybrid work environment to encourage balance and support well-being
- Our generous benefits include paid time off, transportation, 401(K), short term-disability, long-term disability, life, health, dental, and vision insurance
- We believe in fair pay—equal pay for equal work; for each role, we apply competitive salary bands based on an annual review of market data and benchmarks

The salary range for this position is $75,000-90,000. Placement within this range is determined by a variety of factors, including knowledge, skills, years & depth of experience, certifications, and equity with internal team members.

Equal Opportunity Statement

EmpowerK12 is an equal opportunity employer, and we are committed to building an inclusive, high-performing team. EmpowerK12 does not discriminate based on disability, gender, nationality, race or ethnicity, religion, sexual orientation, or any other characteristic protected by federal, state, or local laws. This applies to all terms and conditions of employment. We encourage candidates from underrepresented groups to apply.

Applying

If you wish to apply for this position, please visit www.empowerk12.org/apply. Only candidates that submit the application form and a resume will be considered. The application deadline is **April 26, 2023**.