



Hispanic Advocacy and Community Empowerment through Research (HACER) is the only advocacy-driven, Latino-specific research organization in the Upper Midwest. HACER has been working with the Latino community in MN and beyond, since 1988. Our mission is to engage Latino Minnesotans through research, evaluation, and community action to promote equitable representation at all levels of institutional decisions and policy change.

HACER is looking for an innovative, organized, and bilingual full-time (40 hours a week) **Research Associate for the Southern Minnesota Region** to join our team. This person will play an essential part of our research team in supporting different research and evaluation projects, including leading projects and interacting with clients, writing contract and grant proposals, collaborating with other team members, and more. In this position, the Research Associate would work both independently on projects, and in collaboration with our Research and Evaluation Coordinator and the rest of HACER's team to engage the Latino community in different community-based projects.

Responsibilities for the Research Associate role include:

- Participate in HACER's team meetings
- Literature reviews and research support
- Lead and manage research and evaluation projects
- Focus group and interview facilitation
- Qualitative and quantitative data analysis
- Survey design and data management
- Report writing
- Search for new funding opportunities that could bring HACER new research projects

Desired qualifications for the Research Associate role include:

- Minimum bachelor's degree or equivalent experience in a research-based or evaluation field
- Strong communication and writing skills with experience writing research and evaluation reports
- Excellent qualitative skills, including analysis and interpretation; experience with NVivo desired
- Excellent quantitative skills, including data management experience, data visualization experience, descriptive statistics, and other statistics; intermediate to advanced skills using Microsoft Excel
- Knowledge of data management software (REDCap, Qualtrics, Tableau)

- Ability to work independently, as well as collaboratively on a research team
- Bilingual in Spanish and English (verbal, reading, writing)
- Ability to attend In-Person meetings at the Mankato office

Benefits for the Research Associate role include:

- Fifteen (15) PTO Days and Ten (10) Paid Holidays per year – prorated 1st year based on date of hire
- 401(k) retirement plan with company match
- Employee benefit stipend provided for purchase of insurance benefits
- Paid bereavement and parental leave
- HACER's work environment is equity and social justice based, relaxed atmosphere and mission focused
- Support professional or personal development
- Salary: \$48,000 – 52,500 yearly, based on qualifications

If this sounds like an excellent opportunity for you, we would love to hear from you! Please apply today at: [HISPANIC ADVOCACY AND COMMUNITY EMP \(careerplug.com\)](https://careerplug.com)

Who we are: Diversity and open expression are fundamental to the work of HACER. We are passionate about building and sustaining an inclusive and equitable working environment where everyone can belong. Every member of our team enriches our work by exposing us to a broad range of ways to understand and engage with the world, identify challenges, and to discover, design, and deliver solutions. We welcome everyone to apply, especially those individuals who are underrepresented in our sector: individuals who identify as BIPOC, LGBTQI+ and gender fluid or gender nonconforming, individuals with disabilities (both seen and unseen), veterans, people of any age or family status. *We encourage you to apply even if you feel like you don't fit 100% of the technical requirements.* Equal Opportunity Employer: All qualified applicants will receive consideration for employment without regard to age, race, color, religion, disability, marital status, national origin, sex, gender identity, sexual orientation, familial status, genetic information or a protected veteran's status.