

Health and Human Services Consultant

LOCATION: Headquartered in Oakland, CA; currently hybrid (San Francisco Bay Area-based applicants preferred)

HOURS: Full time, exempt

SALARY RANGE: \$80,000 - \$95,000 per year

About RDA Consulting

RDA Consulting, SPC (RDA) is a mission-driven, employee-owned, majority women-managed social purpose corporation with headquarters in Oakland, CA. We operate across the United States, helping public and social sector organizations best meet the needs of their communities.

RDA's services include research and evaluation, assessment and planning, technical assistance, implementation support, and fund development. We deliver these services to clients and communities across intersecting public systems, including adult and juvenile justice, public and behavioral health, housing and homelessness, child and family welfare, youth development, adult education, and workforce development. Across our work, RDA prioritizes community engagement to elevate the voices of those most impacted by public systems.

We work at the strategic intersection of applied research and implementation with organizations that are working on the ground to improve equity, access, and opportunity. We hold a big-picture perspective while being pragmatic. We rely on data to inform change and are passionate about addressing complex social issues.

The Opportunity

If you're driven to make a real impact through research and consulting and have experience with community engagement, facilitation, evaluation, and/or strategic and program planning, we invite you to consider our Consultant role. As a Consultant at RDA, you'll be part of project teams tackling a diverse range of issues, from community engagement and evaluations to planning projects and report writing. Your work will directly contribute to improving equity, access, and opportunity in areas such as child and family welfare, housing and homelessness, behavioral and mental health, public health, workforce development, and more. For this position, experience working with youth and families and/or experience with research and evaluation is strongly preferred.

What You Will Achieve in Your First Year

As a Consultant, you will be at the center of our multidisciplinary teams, employing your analytical and creative thinking skills to deliver innovative and meaningful results for our clients. You will work on several consulting projects simultaneously, collaborating with others with different backgrounds and skill sets. The Consultant position is intermediate in our consulting career path and can lead to other employment levels. Here is a sample of what you can expect to experience and accomplish in your first year:

Turn Research into Meaningful Insights and Solutions

- Conduct and lead quantitative and qualitative data collection and analysis, including drafting and managing analytic plans; finalizing data collection tools; spearheading survey design, focus group engagement, key informant interviewing; and performing descriptive and statistical analyses.
- Conduct and lead the development of evaluation reports, strategic plans, and/or needs assessments that are responsive to client's needs and goals and present recommendations that help them shift from research to action.

Collaborate with and Advise Clients and Their Stakeholders

- Work directly with RDA Consulting's clients to provide support and develop collaborative working relationships.
- Co-facilitate client stakeholder work sessions, public meetings, and advisory committee meetings.

Support RDA Consulting's Organizational and Team Development

- Work as a team member with other staff on multiple projects and efforts.
- Consistently meet or exceed billable targets.
- Mentor and train peers.

What You Will Bring to RDA Consulting

- Demonstrated experience in being a quick learner and self-directed team player
- Community engagement, outreach, and facilitation experience
- Strong research and evaluation skills and experience
- Demonstrated experience conducting and reporting on analyses for a variety of audiences
- Experience working with culturally and ethnically diverse communities
- Multilingual skills (mainly Spanish) strongly desired
- Honed time management skills and exceptional attention to detail
- Commitment to social and economic justice
- At least 1-2 years of experience in RDA's [impact and service areas](#)
- Graduate degree in related fields preferred; experience may replace education

Benefits of Working at RDA Consulting

- Dynamic and collaborative workplace
- Family-friendly environment with accommodating schedules
- Flexible vacation time off (not accrual-based)
- 100% RDA Consulting sponsored health, dental, vision, life, and disability insurance for employees
- 401k, with RDA Consulting discretionary match after one year
- Pre-tax flexible spending accounts for medical, dependent care, transit, and parking expenses
- Access to discounted retail products and services

Celebrating Diversity and Inclusion

RDA Consulting, SPC is an equal opportunity employer committed to equitable and inclusionary hiring practices. We strongly encourage applicants from all cultural backgrounds, religions, sexual orientations, genders, and ages to apply.

WORK LOCATION OF THIS POSITION

RDA Consulting is a hybrid office environment in which many roles provide the option to work at our Oakland, CA headquarters or to work remotely. The decision to allow remote work is based on the requirements of each individual position.