



Job Description

Job Title: Chief Research & Impact Officer

Location: Hybrid, including mandatory bi-annual staff retreats in Durham, NC

Position Type: Full-Time, Exempt

Reports to: Chief Executive Officer

Background:

Family Connects International (FCI) is an independent 501c3 non-profit, that provides training, implementation support, and national leadership for the expansion of the evidenced-based Family Connects Model, developed at Duke University. The Family Connects model is a community-based program supporting new parents in caring for their newborns, offering physical assessments of the postpartum person and infant, addressing questions about caring for a newborn, providing supportive guidance, and helping them access any needed community services or resources.

Position Summary:

The Chief Research & Impact Officer (CRIO) is a senior executive responsible for advancing FCI's impact, evidence building strategy, and organizational learning. Reporting directly to the CEO and serving as a member of the executive leadership team, the CRIO will lead the organization's approach to research, evaluation, data systems, and continuous quality improvement across a growing national network. This role sits at the intersection of research, implementation science, and systems strategy, ensuring that FCI remains a national leader in evidence-based practice while continuously advancing outcomes across diverse communities.

Key Responsibilities:

- **Research & Evaluation Oversight:** Ensure FCI maintains and strengthens its position as a nationally recognized evidence-based model.
 - Develop and lead a multi-year national research and evaluation agenda aligned with FCI's strategic priorities and the model's theory of change.
 - Monitor and synthesize emerging research and evidence trends in maternal and child health, early childhood, health care, and home visiting to identify and leverage opportunities for alignment.
 - Oversee implementation of FCI's Research and Evaluation Policy. Coordinate, coach, and oversee research evaluation efforts by external teams to ensure that the research being conducted by external partners is appropriate and rigorous.
 - Synthesize complex data to create action-oriented materials and insights at policy and practice levels and for diverse audiences



- **Data Systems & Measurement Infrastructure:** Oversee FCI's data strategy, data system architecture, and governance, ensuring high-quality, consistent data collection across all implementation sites.
 - Guide the evolution of data systems to support decision-making, reporting, and learning at local, regional, state, and national levels.
 - Oversee and supervise the FCI Data Team.
 - Ensure FCI's Data System continues to meet requirements as a HIPAA-secure electronic health record system, balancing collection of required program metrics, partner needs, system capabilities, funder requirements, and organizational priorities.
- **Organizational Learning & Continuous Quality Improvement:** Build and institutionalize systems that translate data and evidence into actionable insights, informed by context, across teams and partner sites.
 - Apply implementation (e.g., Knowledge-to-Action), adaptive learning (e.g., Emergent Learning, and continuous improvement (e.g., PSDA) frameworks to design, tailor, and evaluate Family Connects as an evidence-based intervention for seamless integration into everyday clinical and organizational workflows.
 - Design and lead a national approach to continuous learning and quality improvement across replication sites
 - Partner with FCI clinical and implementation teams to monitor fidelity to the evidence-based model, assess site performance, and ensure learning translates to application in practice
 - Assist partner sites and internal teams in monitoring variation in implementation and outcomes and identifying opportunities for improvement, innovation, and replication
 - Balance fidelity to the evidence-based model with adaptive learning in diverse community contexts
- **Leadership & Partnerships:** Cultivate and maintain relationships across internal teams, communities, sites, partners, researchers, funders, and policymakers in partnership with other Executive Team Members.
 - Lead and grow a high-performing team across research, evaluation, data, and learning functions
 - Represent FCI in national conversations on evidence-based programs, scaling, and implementation science.
 - Identify opportunities to contribute to the broader field through publications, partnerships, and thought leadership.
 - Support organizational decision making on partnerships, innovations, modifications, and augmentations
 - Collaborate closely with program, clinical, policy, and development teams to inform and advance organizational responsibilities and priorities
 - Serve as a strategic advisor to the CEO, Board of Directors, and Board Committees on impact, evaluation research, and strengthening the model evidence base

**Qualifications:**

- At least 10 years of leadership experience in research, evaluation, data analysis/management within nonprofit, public health, universities, and/or social impact organizations.
- Advanced degree (PhD, DrPH, MPH, or similar) in public health, social science, evaluation, nursing, or related field.
- Demonstrated experience with conducting research or evaluation with evidence-based models.
- Deep expertise in quantitative research methodologies (e.g., experimental and quasi-experimental designs, observational / epidemiologic studies, correlational studies, descriptive studies, longitudinal designs, systematic reviews, meta-analyses, etc.), qualitative approaches (e.g., focus groups, interviews, phenomenology, etc.) and evaluation designs (formative, summative, outcome, impact) to build evidence.
- Experience in implementation science, knowledge translation, adaptive learning, and/or improvement science.
- Familiarity with large data systems and database management and design.
- Experience in the development and execution of performance management frameworks and fidelity monitoring.
- Fluency in primary and secondary data collection techniques and multiple analytic approaches.
- Expertise in maternal and child health, early childhood, and/or home visiting.
- Proven ability to translate complex data into actionable insights for organizational advancement and improvement, policy, and systems transformation
- Excellent project and operational management skills
- Strong track record of leading teams and cross-functional initiatives
- Exceptional written and verbal communication, presentation, and facilitation skills

Physical Requirements:

- Extended sitting (up to 8 hours per day).
- Keyboarding
- Ability to work in different (changing) locations and environments.
- Ability to travel in air, train, and car.

Pay Band: \$160,000 - \$185,000 per year; alignment within pay band based on direct relevant experience. All travel expenses are covered under FCI policy.

At Family Connects International, great ideas are generated by interdisciplinary teams. We support a collaborative environment and value teammates with different ideas, experiences, and perspectives. We believe that having a diverse team makes FCI a more innovative and impactful place to work, and we strive to make FCI a welcoming and inclusive place for all. We do not discriminate on the basis of race, religion, age, sex, national origin, disability status, sexual orientation, or gender identity or expression. FCI is an equal opportunity employer, and we strongly encourage people from diverse racial, ethnic, and cultural backgrounds, LGBTQ+ individuals, and people with disabilities to apply.