



Job Title: Evaluation, Monitor and Assessment Analyst

Company: Valens Global

Location: Washington, D.C. preferred (remote acceptable)

Compensation: Competitive

Deadline: Ongoing

About Valens Global:

Valens Global provides analysis, strategies, and innovative solutions that anticipate and address complex and critical threats to people, businesses, and organizations. We believe that twenty-first century challenges require analysts who are fiercely independent. Analysts who are in command of granular details, rigorous, and forward-thinking. Analysts who are unafraid to challenge received wisdom.

Valens fosters an intellectually vibrant climate. We emphasize teamwork, transparency, meritocracy, accountability, and empowerment at junior levels. We are proud of our track record. Our products exceed our clients' expectations and stand the test of time.

At Valens, you would be part of a smart, talented, confident team of people with diverse backgrounds, experiences, and outlooks. We think Valens is a great place to work, and we think you'll agree.

Job Description:

Valens Global seeks to hire an experienced Evaluation, Monitor and Assessment Analyst to support a government contract with the Department of Defense (DoD) Irregular Warfare Center (IWC). This position is offered as independent contractor work up to 55 hours a month.

The IWC intends to build strong bilateral and multilateral relationships between the United States and partners, including academia and industry from around the world, focusing on Irregular Warfare (IW) threats and mitigation strategies. The Center will meet the knowledge needs of U.S. and international national security professionals by providing a forum for rigorous examination of the challenges that shape the security environment. The IWC will provide a focal point where decision-makers can gather to exchange ideas and explore tools for cooperative problem-solving. The IWC will seek out and promote allied and partner nation IW best practices through its global network of subject matter experts and practitioners. Additionally, the IWC will serve as a center of excellence for IW curriculum development across the DoD for domestic and international audiences.

The primary tasks related to the implementation of the IWC include the initial establishment of the center, curriculum development, focused research, support for existing IW-related activities, and designing partnership activities that complement existing DoD security cooperation efforts. The establishment effort includes identifying infrastructure requirements, facilities management, and resource alignment. Curriculum development will in large part be driven by the Strategic Futures and Research Department (SFRD), which will also be stood up as part of the IWC's initial structure. In

addition to across the DoD, to include both resident and online programs for U.S. and partners and integrate key IW concepts where necessary.

The Evaluation, Monitor and Assessment Analyst is a strategic position that focuses efforts on evaluation and supporting IWC's progress in achieving organization goals. The Analyst will provide extensive support to the IWC leadership in managing and analyzing essential performance data.

Key Responsibilities:

- Quarterly analysis and evaluation of program performance.
- Distilling the most relevant information from analyses to decision-makers.
- Supporting follow-up on critical action steps to drive improvements.
- Reviewing and analyzing performance measures and effectiveness of past and prospective programs, initiatives, or policies.
- Compiling relevant information related to progress monitoring and implementation fidelity to derive best practices for broader dissemination.
- Identifying, analyzing, and monitoring issues that affect the progress or productivity of key strategic goals, initiatives, or policies.
- Collaborating with key stakeholders to ensure alignment and shared understanding of key metrics.
- Overseeing the monitoring and analysis of performance trends and key metrics, providing insights on strategy and performance in comparison to stated goals and benchmarks.
- Creating compelling data analysis presentations for leaders.
- Providing support and guidance on best practices for data collection, tracking implementation fidelity, and program review.

Specialty Knowledge and Subject Area Expertise:

- **Expertise and experience in government evaluation, monitoring and assessment.**
- Exemplifies a culture of teamwork through collaboration and cooperation across projects and the organizational structure.
- Provides clear and direct communication in both oral and written format.
- Maintain transparent trustworthy relationships with individuals across the organization at all levels.
- Demonstrates reliability and punctuality in meeting deadlines and obligations.

Minimum Requirements:

- Bachelor's degree or higher in a quantitative field, education, public policy/administration, business administration, or related field.
- At least three (3) years of experience in AME.
- Strong analytical and communication skills.
- Demonstrated ability to manage relationships, provide constructive feedback and coaching, and maintaining a positive, can-do attitude.
- Strong skills and experience in using Excel, PowerPoint, and querying SQL databases.
- Proficient with data visualization tools (e.g., PowerPoint, Tableau, PowerBI, etc.).
- U.S. citizenship.

Preferred Qualifications:

- At least five (5) years of experience in AME.
- Strong skill and experience in using statistical software (e.g., R, SPSS, SAS, or STRATA) preferred.
- Ability to create reports and dashboard in MS Power BI Proficient with statistical techniques to identify key insights that help evaluate progress and solve problems.

Required Application Materials:

- Cover letter.
- Resume or CV.
- Two unpublished (if possible) writing samples. One should be brief (5 pages or less) and display the applicant's ability to convey complicated information concisely and clearly. The second sample should be longer (at least 10 pages) and showcase the applicant's ability to conduct in-depth, nuanced research. Both samples should include all relevant footnotes or citations.
- At least two, and preferably three, references. *Note: We are not looking for letters of recommendation, but rather people who are willing to serve as a reference for your qualifications, and who would be happy to talk to us about your candidacy.*
- Unofficial transcript(s).

Prospective candidates will be asked to complete a skills test prior to hiring. Candidates must also complete the Predictive Index Behavioral Assessment.

Valens Global LLC is an equal opportunity employer. It is our policy to provide equal employment opportunities without regard to race, color, religion, gender, sex, sexual orientation, national origin, age, disability, veteran status, or any other basis prohibited by federal, state, or local laws. This policy applies to all areas of employment, including recruitment, hiring, training and development, promotion, transfer, termination, layoff, compensation benefits, social and recreational programs, and all other conditions and privileges of employment in accordance with applicable federal, state, and local laws.