Job Posting

Title: Contract Consultants in Data-Driven Improvement

Supporter: Jen Craver

Compensation: Contractors will be compensated at an agreed upon hourly rate based on experience.

Primary location: Remote

Travel: ~10% depending on the nature of the work

FLSA Status: Exempt

Number of Openings: 2 MAYA Contractual Partners

About MAYA

Founded in 2017, MAYA Consulting's purpose is to support equity and excellence in community, so we all live a good life. We are a team of consultants who support school districts, non-profit organizations, institutes of higher education, state education agencies, and foundations to increase their impact. Our goal is for organizations to reimagine how to use their community's assets to improve results and to close gaps that exist along lines of difference.

MAYA is committed to building a diverse and inclusive team. MAYA is an equal opportunity employer and prospective team members will be considered for employment without attention to race, color, national origin, religion, sexual orientation, sex, gender identity or expression, age, veteran or disability status, or length of time spent unemployed. MAYA encourages candidates to apply even if they do not meet all the qualifications outlined in this job description.

Role Mission

We're looking for talented data scientists and coaches that want to build and grow data maturity within educational and non-profit organizations, but want a more flexible and independent working format. We are focused on finding the best team members - we can be flexible in the design of these positions! MAYA's data team is excited to welcome you to our team!

At MAYA, we have a big-picture vision to create systemic change in our education system that will lead to more equitable outcomes and the chance for all to live a good life. We are looking for talented data scientists and coaches that can support our partners building their capacity to compile, clean, manage, visualize, and act on educational data that will support school districts as they seek to improve and design more equitable schools for communities, families, and students. Never before has the need for learning acceleration and data-driven strategy been so important, and the MAYA team is excited to continue growing our data team. MAYA has recently been awarded a number of new projects that will support districts in continuous improvement cycles, and data is one of the most critical pieces of that process. This team member will support state-wide innovative data coaching, rural college, career, and military readiness outcome continuous improvement cycles, and serve as a key leader in developing

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data leaders in a data fellowship. This position will also be a valuable asset to MAYA's company-wide approach to data-driven improvement.

Qualifications

In addition to MAYA's values, our ideal candidate has:

- 3+ years of experience as a Data Scientist, preferably in education.
- Experience building, manipulating, and converting educational data to analyzable formats. This includes pulling, cleaning, aligning, and analyzing PEIMS, ACT, SAT, EOC, STAAR, LMS, and other key performance metrics.
- The ability to build data dashboards and visualizations using Tableau or comparable programs.
- Demonstrated expertise in using data and analytics to reveal insights and support improvement efforts.
- The ability to engage well with clients and external partners.
- A deep understanding of the various Learning Management Systems (LMS) used by school districts and how to use those to build improvement metric databases and dashboards.
- Experience building backend connections between LMS's and other school district software platforms.
- Demonstrated ability to manage complex projects.
- Experience with statistical methods that can support modeling and impact analysis like regression, multivariate analysis of variance, and psychometrics.
- An excitement to be a part of a growing and committed team.
- Facilitated data-driven continuous improvement cycles that inform school design.
- Bonus: Understanding of the Texas educational landscape and school administration.

Contract Consultant, Data-Driven Improvement

1. **Serve as a Data Analyst for MAYA's Data-Driven Improvement Efforts:** A number of current and future MAYA projects call for performance metrics to be identified, collected, cleaned, analyzed, and visualized. This role will play a critical internal consulting role in support of MAYA projects requiring data driven support. (~30%)

2. **Deliver Results for Clients:** This role will be critical in supporting our partners and clients in a number of ways. Immediately, this position will be a key leader in coaching ESC staff supporting Texas school districts piloting the new Effective District Framework (~60%).

3. **Develop Business:** Using [MAYA's approach to business development](#), actively build relationships with prospective clients, understand challenges they face, lead drafting of proposals in response to challenges and in partnership with other MAYA team members, and follow-up to secure agreements. (~10%)

4. **Share Leadership and Power:** Build and lead teams using the emerging MAYA structure of team agreements. This shared leadership and power is expected to prioritize elevating the views of all people, especially Black, Indigneous, and People of Color (BIPOC), investing time to distribute decision-making authority, balancing individual and collective voice, as well as cultivating trust and relationships.

5. **Model MAYA Values:** Be an example and celebrate [MAYA's values](#) of essential hustle, creative confidence, continuous growth, intersectional dialogue, and rainbow connection.

Life at MAYA

Because MAYA does not have a physical office space, you can find MAYA team members working from their homes, coffee shops, or out in nature while using an internet hotspot. MAYA team members primarily collaborate through Zoom, Slack, Asana, and other online tools. On occasion, MAYA team members travel to Austin, Texas, for planning days and throughout the country for client meetings. MAYA team members also have the opportunity to voice where MAYA should make charitable contributions. In 2021, MAYA donated $125,000 to local charities.

MAYA's Diversity, Equity, and Inclusion philosophy is rooted in the belief that building truly inclusive spaces where power is shared, and where privilege is recognized and actively utilized, is the most strengths-based way to approach MAYA's mission to achieve educational equity. We believe the path to equity requires tearing down systems of oppression and white supremacy culture. Team members often engage in conversations around recognizing our personal privilege and how we can all commit to being antiracist. We believe Black Lives Matter and have no tolerance for hate in our company.

Application

Interested and qualified applicants should submit a resume and cover letter highlighting your experience working with school districts to our [application portal](#).

For questions about this posting or process, please contact Jen Craver (jen@mayaconsultingllc.com).