Groundswell

SENIOR DATA ANALYST

ABOUT THE POSITION

Are you passionate about working at the intersection of clean energy and social justice? Do you excel in turning business problems and raw data into meaningful insights? Do you thrive on solving complex research problems and uncovering actionable information? If so, we have an exciting opportunity for you to join our team as a Senior Data Analyst at Groundswell. As a Senior Data Analyst, you will play a critical role in driving data-driven decision-making across the organization. You will work closely with cross-functional teams to understand business needs and collect, analyze, and interpret complex data sets to extract valuable insights and provide actionable recommendations. Your work will directly impact our strategic initiatives, operational efficiency, and overall business performance.

Leading with excellence, integrity, and respect, the Senior Data Analyst is responsible for expanding the technical capabilities of Groundswell's growing data science research efforts that support programmatic work for each line of business and shared services across the organization. Reporting to the Vice President of Labs and Data Science, the Data Analyst will have the opportunity to contribute to cutting-edge research in energy equity, energy burdens, energy efficiency, climate change, and energy resilience – while working with a talented team of professionals in a collaborative and inclusive environment, doing exciting projects. Candidates should be able to apply statistical techniques to uncover patterns, correlations, and trends in data, as well as summarize results and write reports.

Groundswell is a values-driven social enterprise committed to a culture of belonging, and we invite you to review our strategic plan and values as you apply.

KEY RESPONSIBILITIES

Research Development and Statistical Analysis (25%)

- Apply a wide range of statistical techniques such as hypothesis testing, regression analysis, clustering, and time series analysis to extract insights and support research backing energy burdens, energy efficiency, energy affordability, energy accessibility, and climate change impacts in rural communities, and small towns across the county.
- Validate strategies for data modeling to identify trends, patterns, and correlations.
- Interpret and communicate statistical findings to non-technical stakeholders through reports, conference presentations, and visualizations.
- Collaborate with cross-functional teams to provide statistical expertise and guidance on experimental design, sampling (including survey design and analysis), and data collection.
- Prepare research reports, scientific papers, and conference presentations to

disseminate findings to academic and industry communities.

Program Evaluation (25%)

- Collaborate with team leads and subject matter experts to identify evaluation objectives, key performance indicators (KPIs), and data collection strategies.
- Develop and implement comprehensive program evaluation frameworks, methodologies, and tools to assess the effectiveness and impact of our programs.
- Collect, analyze, and interpret quantitative and qualitative data to evaluate program performance, outcomes, and impact.
- Identify trends, patterns, and insights from evaluation findings and translate them into actionable recommendations for program improvement, including implementation of data management strategies.
- Prepare and present evaluation reports, summaries, and presentations to internal and external stakeholders, including executive leadership and funders (where applicable).

Report Writing (20%)

- Develop compelling arguments and narratives based on research findings, supporting them with relevant evidence and examples.
- Ensure all written content is accurate, reliable, and properly referenced, following appropriate citation styles.
- Collaborate with the marketing and communications teams to incorporate feedback and suggestions, ensuring the final output meets high-quality standards.
- Stay current with the latest research, advancements, and trends in the field, continuously expanding knowledge and expertise.
- Participate in conferences, seminars, and workshops to present research findings and contribute to the organization's reputation.
- Prepare reports, presentations, and dashboards to communicate findings and recommendations to stakeholders.

Data Manipulation and Transformation (15%)

- Transform and manipulate large data sets to extract meaningful information.
- Collect and use statistical techniques to properly evaluate data sources and determine possible limitations in reliability, usability, and accuracy.
- Take a proactive approach in a variety of research projects, including, but not limited to, dashboard development.
- Transform, analyze, interpret, and present data in a way that is logical and informative.

Database Management and Visualization (15%)

- Develop and maintain databases, data models, and data visualization tools to support data analysis and reporting.
- Define and drive actions required to bring assigned datasets up to defined standards.
- Review the accuracy of financial proformas from program teams and provide insights to develop or redevelop models for solar energy deployment and forecasting.
- Collaborate with cross-functional teams to gather relevant financial and operational data, ensuring accuracy and completeness of inputs.

ADDITIONAL RESPONSIBILITIES (if applicable)

As a member of the Groundswell team, the Senior Data Analyst is expected to participate in the overall execution of Groundswell programs:

- Represent Groundswell in public forums, for example, with local government and partner organizations and in the community; responsibilities may include the development of webinars, blogs, social media content, and other materials.
- Support the pursuit of opportunities aligned with the Groundswell mission.
- Seek opportunities to drive continuous improvement in Groundswell programs, processes, and procedures.
- Identify and respond to emerging risks and opportunities.

OTHER DUTIES

This position description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required. Duties, obligations, and activities may change at any time, with or without notice.

COMPETENCIES OR SPECIALIZED KNOWLEDGE

- Bachelor's degree or higher in a relevant field such as Economics, Data Science, Statistics, Mathematics, or a related discipline.
- At least 5 years of experience as a data analyst or in a similar role.
- Proficient in using data analysis tools (e.g., R, SQL, Python) and evaluation software (e.g., NVivo, Dedoose).
- Experience using research tools and software, such as SurveyMonkey, Qualtrics, or similar platforms.
- Strong analytical thinking and problem-solving skills with a keen attention to detail.
- Experience working with large data sets and data visualization tools (e.g., Tableau, Power BI).
- Excellent communication skills with the ability to present complex data insights to non-technical stakeholders.
- Familiarity with research methodologies, statistical analysis, and data modeling, including regression analysis and machine learning techniques.
- Ability to work independently and collaboratively in a fast-paced, dynamic environment.

- Strong organizational and time management skills with the ability to prioritize tasks effectively.

SUPERVISORY RESPONSIBILITY
This position has no supervisory responsibilities.

WORK ENVIRONMENT

In alignment with establishing Groundswell's re-entry plan, individuals will be required to work in a hybrid setting (working both in-office and remotely). The frequency of performing work duties in the office may vary.

POSITION TYPE AND EXPECTED HOURS

This is a full-time, 40-hour-a-week position. The days and hours of work are Monday through Friday, 9:00 am to 5:00 pm, and core hours are from 9:30 a.m. to 4:30 p.m. Occasional evening and weekend work may be required as job duties demand.

TRAVEL
Occasional regional travel will be required for this position. Occasional visits to Groundswell office locations may be required.

REQUIRED EDUCATION AND EXPERIENCE
- Bachelor's degree or higher in a relevant field such as Economics, Data Science, Statistics, Mathematics, or a related discipline.
- At least 5 years of experience as a data analyst or in a similar role.
- Proficient in using data analysis tools (e.g., R, SQL, Python) and evaluation software (e.g., NVivo, Dedoose).
- Experience using research tools and software, such as SurveyMonkey, Qualtrics, or similar platforms.
- Experience in scientific research methodologies, literature review, and report writing.
- Solar industry knowledge and AI are a plus.

SUPERVISION
The Senior Data Analyst will report to Groundswell's Vice President of Labs and Data Science.

COMPENSATION
Compensation for this position is in Groundswell's established pay band for Senior Data Analyst roles, and it includes a full-time employee benefits package.

BENEFITS

- Groundswell pays 100% of the monthly premium for health, dental, vision, and long-term disability for full-time employees per Groundswell's policy. Groundswell also covers 50% of spouses and dependents covered under the Groundswell healthcare, vision, and dental plan.
- Matching 401 (k) plan contribution by Groundswell up to 4% for employees who choose to contribute to Groundswell's 401 (k) plan, with immediate vesting.
- Monthly Development Days to focus on professional development opportunities.
- $45 per month to reimburse cellular phone use for business purposes.
- $75 per month to reimburse home internet access for business purposes.
- Fifteen (15) paid vacation days per year; eight (8) sick days; and two (2) personal days. Vacation and sick leave accrue at the start of your employment, restart each year on January 1, and increase with tenure. Personal days begin after six months of employment.
- Groundswell also takes nine (9) paid federal holidays and a holiday break from December 24th to January 1st (inclusive).
- Short-Term Disability Insurance, Long-Term Disability Insurance, and Voluntary Life available.
- Pre-tax benefits such as Smart Benefits, Flexible spending accounts, and Dependent care are also available.

For more information about the organization's benefits and other personnel policies, Groundswell will provide a new hire orientation within the first week of employment.

HOW TO APPLY

Candidates must submit a resume and cover letter to hiring@groundswell.org detailing their qualifications and interest to be considered for this position. In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

Groundswell is an equal opportunity employer that is deeply committed to the principles of equity, diversity, and inclusiveness and seeks to create a pluralistic community for all.

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