



### **Program Designer, Supporting Early Childhood Success**

New Mexico Appleseed is hiring an experienced Program Designer to lead and manage the design process for an intervention providing cash to mothers with drug/alcohol exposed babies. Ideal applicant has extensive experience working at the community level to design social interventions. Must have strong community connections and a track record of success.

This is an 18-month contract position but could be a limited time employee arrangement as needed. An extended contract beyond this time is contingent upon further funding at the end of the 18-month period. This is a remote position that will require flexible hours and some travel (pending public health safety protocols). The contract for the design phase will pay up to \$93,750.

**Program Description:** Supporting Early Childhood Success will co-create a guaranteed income intervention with parents living in communities of color whose children were born drug exposed. Purpose is to design a program in partnership with the targeted population that will help stabilize families and help children thrive while informing potential policy interventions. Programming will take place in Bernalillo and McKinley counties.

#### **Skills and Expertise**

- Background in relevant area such as human-centered design, systems practice methodology, and racial equity design
- Substantive knowledge of the relevant issue areas or related areas, including project design, substance use, housing instability, racial equity, and poverty
- Demonstrated success in collaborating with diverse populations
- Proven design facilitator with experience convening and facilitating diverse groups of stakeholders and developing consensus on how best to design a project or pilot
- Strong project management skills, ability to define projects and drive successful outcomes
- Ability to manage multiple deadlines and strong public speaking and writing skills
- Collaborative team player with excellent interpersonal skills

#### **Key deliverables include:**

- Lead design team in developing intervention using a collaborative approach
- Execute research with partners in the field including interviews and listening sessions with focus population members to solicit feedback on prototype related to enrollment and payment mechanisms, any circumstances for discontinuation of payments, and experiences with systems
- Support the identification, scoping and design of intervention focusing on primarily amplifying the voices of women with lived experience
- Design and plan creative outputs in partnership with population including educational materials, screeners, field guides, etc.
- Collect and synthesize relevant data into meaningful processes
- Partner with the design team on project evaluation design to develop cash transfer program process and outcomes measurements and evaluation plan for implementation phase



- Make research findings relevant and impactful through a variety of formats such as insights, stories, and reports. including evaluation plan, with documented input/responses by CARA administrators, local lawmakers, and other stakeholders
- Will use [Racism as a Root Cause \(RRC\): A New Framework](#) to guide process.

Interested candidates should submit a letter of interest and their current resume via email to Rose Nava, Director of Research, Equity and Community Empowerment: [rnava@nmappleseed.org](mailto:rnava@nmappleseed.org). For any other questions, please contact Rose Nava directly at 505-216-8533.