Public Health Emerging Initiatives and Scoping Team (PHEIST) Program Evaluator, ORISE Participant
U. S. Army Public Health Center, U.S. Army Medical Command

Aberdeen Proving Ground – Edgewood Area, Maryland

The U. S. Army Public Health Center (APHC) mission is to promote health and prevent disease, injury, and disability of Soldiers and military retirees, their Families, and Department of the Army civilian employees; and assure effective execution of full spectrum veterinary service for Army and Department of Defense Veterinary missions. Within the APHC Health Promotion and Wellness Directorate, the **Public Health Assessment Division** supports evidence based health promotion practice within the Army public health system through advocacy, assessment, and evaluation. The Public Health Assessment Division is comprised of a multidisciplinary team of scientists, advanced public health practitioners, and program evaluators. For more information on the Public Health Assessment Division, please visit https://phc.amedd.army.mil/topics/healthsurv/phape/Pages/default.aspx

The Public Health Assessment Division is currently seeking program evaluators via the **Oak Ridge Institute for Science and Education (ORISE) participation program**. ORISE appointments target United States Citizens who have obtained degrees within the last 5 years. ORISE participants are embedded with a mentor at the APHC, located at Aberdeen Proving Ground – Edgewood Area, Maryland. Stipends are based on participants' education and experience. Starting stipend range is $4,200 monthly for master's level participants and $6,250 monthly for doctoral level participants; exact stipend amounts are determined based on education and years of related experience. Appointments are initially issued for one year and are renewable thereafter based on participant fit, performance, ongoing mission needs, and availability of funds. For more information on ORISE, please visit http://orise.orau.gov/

*The **Public Health Emerging Initiatives and Scoping Team** is seeking an enthusiastic Program Evaluator with specific experience in designing and developing program evaluations and in qualitative data collection and analysis techniques. Applicant must be willing to adapt to changing priorities and workloads, flexible and persistent in the face of difficulties, and ready to take on new challenges on short notice. Experience in building positive relationships with stakeholders and team members are critical for success in this position. Other required and preferred qualifications are as follows.*

Execution of Public Health Assessment Division Mission via Evaluation.

- Work within a team to coordinate, plan and execute assessments and program evaluation activities related to public health issues in the Army. These include, but are not limited to: public health infrastructure and systems development, health promotion education programs, the built environment, health promotion policy, and/or chronic disease prevention and wellness initiatives.
- Develop, write, and execute a range of supervised program evaluation plans to include needs assessments and developmental, process, and outcome evaluations using multidisciplinary skills and both quantitative and qualitative methodology.
- Document findings from evaluations in a variety of formats (e.g. technical reports, information papers, infographics, white papers, scientific manuscripts, presentations) and to a variety of audiences (i.e. military senior leaders, scientific, and lay audiences).
- Provide program evaluation expertise in support of other team members, teams, programs, APHC directorates, and external stakeholders.
- Develop internal and external tools, strategies, and policies to facilitate evidenced based public health practice in the Army.

Supporting the whole Army Family.

- Support the development of evidence based and evidence informed outreach and educational programs in the U.S. Army.
- Use program evaluation to identify obstacles to public health readiness in the Army and recommend evidence based strategies to overcome these obstacles.
- Build programs' capacity for and advance knowledge of program evaluation methods and strategies among Army stakeholders.
- Effectively and respectfully engage and communicate with stakeholders throughout all projects.
- Perform other duties as assigned.
- Travel within U.S. and abroad as required (generally 5-10% annually, more or less as mission demands).

Education requirement

- Master or doctoral degree obtained in the last 5 years in a relevant field (public health; psychology; measurement and evaluation; epidemiology; sociology) with at least 15 hours of coursework in research methods, program evaluation, epidemiology, qualitative methods, and/or statistics.

REQUIRED knowledge, skills, and abilities are as follows:

Program Evaluation Competencies

- Familiarity with foundations of program evaluation (e.g. the Centers for Disease Control and Prevention Framework for Program Evaluation in Public Health, the Committee on Standards for Educational Evaluation's program evaluation standards, the American Evaluation Association's Guiding Principles for Evaluators).
- Knowledge of evaluation designs (e.g., non-experimental, quasi-experimental, experimental).
- Ability to engage with, listen to, and learn from a broad range of stakeholders, encouraging their meaningful participation.
- Ability to educate program staff and partners about evaluation concepts and methods.
- Ability to organize and summarize information clearly and concisely.
- Ability to identify limitations of one's evaluation expertise and devise methods for acquiring additional evaluation knowledge and skills when necessary.

Data Gathering, Management, and Assimilation

- Ability to collect data using qualitative and/or quantitative approaches such as interviews, group processes, participant observation, surveys, electronic data files, or other methods.
- Ability to create data collection tools (e.g., surveys, interview and focus group guides, tracking sheets).
- Knowledge of appropriate data analysis methods including the ability to conduct analyses using proper analytic tools for quantitative and/or qualitative data (e.g., SAS, SPSS, R, Python, NVivo, MaxQDA).
- Experience with synthesizing information generated through an evaluation or applied research study to produce findings and recommendations that are clearly linked to the data collected.

Organizational Understanding and Flexibility

- Ability to work as part of an interdisciplinary team to plan and conduct evaluations.
- Ability to work with stakeholders to present analyses, find common themes, and identify relevant and actionable findings from evaluations.
- Commitment to ensuring evaluation activities are conducted in a culturally competent and ethical manner.

- Ability to clearly communicate assessment and evaluation findings orally and in writing to a diverse group of stakeholders.

PREFERRED knowledge, skills, and abilities include:

Program Evaluation Competencies

- 2 or more years with direct (non-coursework) program evaluation or applied research experience, including, but not limited to, developing logic models for complex programs, creating evaluation plans, and managing evaluation projects.
- Knowledge of the distinctions between evaluation and research.
- Ability to understand the context of a program and how it affects program planning, implementation, outcomes, and the evaluation.
- Experience with mixed method evaluation designs.
- Skill in developing and articulating evaluation-focused program goals and objectives and ability to use objectives to generate, revise, and prioritize evaluation questions.
- Ability to develop criteria and standards indicative of program success reflective of the values held by key evaluation stakeholders and facilitates use of findings by primary evaluation stakeholders.
- Ability to translate evaluation findings into public health action.

Data Gathering, Management, and Assimilation

- Ability to identify and assess existing data sources for their use in program evaluation.
- Ability to manage databases, construct data files, conduct and manage data entry, create codebooks, and perform data edits/cleaning.
- Ability to train others in data collection methods and techniques.
- Skill to assess data collection tools for evidence of reliability and validity.
- Knowledge of methods for protecting confidential data.

Organizational Understanding and Flexibility

- Knowledge of Army or military culture, traditions, and organization.
- Experience with meeting facilitation, conflict resolution, and negotiation to engage stakeholders in an evaluation process based on shared priorities.
- Skill in working with stakeholders to develop feasible recommendations.
- Ability to facilitate consensus building and remain mission focused in groups of diverse stakeholders with divergent opinions of evaluation priorities.
- Ability to prepare and present evaluation results in a manner that increases the likelihood that they will be used and accepted by a diverse group of stakeholders.
- Ability to develop action plans and systems to facilitate and track implementation of evaluation findings and recommendations.

Application instructions:

Interested candidates should submit a current resume/CV and a letter of interest to Ms. Farinaz Firouzi at farinaz.firouzi.ctr@mail.mil. In the letter of interest, please reference that you are applying for the "**Public Health Emerging Initiatives and Scoping Team Program Evaluator ORISE Opportunity**" and indicate where you saw this announcement.

Applicants whose materials are submitted by 15 MARCH 2017 will receive the best consideration for these appointments. Review will continue until open opportunities are filled.