



Advancing Community-Driven Social Change

Sr. Leader, Evaluation and Learning
Full-time, Regular Position

Summary

[Social Good Solutions \(SGS\)](#) is a Black woman-owned and operated consulting firm that works with philanthropic institutions, nonprofit organizations, public agencies, and institutions of higher education to design, operationalize and manage strategic initiatives from concept to implementation.

Our core values are grounded in dignity and justice for all, community-centered solutions, and excellence at every turn. Using a participatory framework and co-design approach, we support our clients in their journey to advance racial equity and social justice.

Evaluation and Learning is part of SGS's Initiative Management portfolio and represents our efforts to document our impact and lessons learned to build a field of practice that elevates and supports Black-led organizations. This position provides senior leadership to the Initiative Management portfolio and requires a background in applied research, excellent project-management skills and strategic thought leadership coupled with communication, relationship-building, and data translation skills.

This position is well-suited for a dynamic self-starter who can both think big on strategy and get into the weeds on execution. It requires technical acumen and the emotional intelligence needed to work as a collaborative team player, build community, manage deadlines and processes, and work in a close-knit, telework environment. He, she, or they is/are adaptable and passionate about racial justice.

Specific Responsibilities: While projects may change over time, the Senior Leader's primary project is the [Black Equity Collective \(BEC\)](#) with a dotted line informing other initiatives in the portfolio.

Position Overview

The Sr. Leader, Evaluation and Learning will work as a collaborative partner to the Collective's programs and fund development teams. Responsibilities include developing a data strategy and evaluation plan, survey development and collection, database monitoring and troubleshooting, data validation, reporting, monitoring of outcomes, and translation of data findings to the Collective's network of stakeholders (Executive Committee, staff, funders, CBOs and institutional partners).

This position will also lead our internal research workgroup and serve as the primary liaison to the Collective's external evaluation partner(s).

This position reports internally to the SGS Founder and Chief Architect, who is also the founder of the Collective.

Program Support

- Work closely with the SGS team in general and the Initiative Management team specifically to understand the overall scope of work, key deliverables, and on-going support needed to effectively meet the organizational development needs of our BLO ecosystem partners
- Lead the development and implementation of the Collective's overall evaluation approach and 'learning for action and impact' plan
- Monitor progress of philanthropic practices on equity among the Collective's funding partners
- Develop data collection tools (e.g., surveys, interview and focus group protocols)
- Standardize data collection processes
- Serve as the primary liaison to the Collective's data platform partner, UpMetrics
- Analyze data and translate findings for the Collective's programs and fund development teams
- Write reports, present findings and insights to the program team and other stakeholders, as needed
- Work closely with programs team to communicate and resolve data entry system errors
- Support fund development by providing impact data, findings and insights for proposals and reports
- Work with program, communications, and design teams to create data visualization tools for use in reports, infographics, presentations, social media and on websites
- Contribute to the development and refinement of methods and systems to assess the impact of network activities and capacity building programs

Internal Research Workgroup

As the Collective moves to create new, community-driven evaluation metrics in philanthropy around racial justice, the Sr. Leader, Evaluation and Learning will lead the formation of an internal workgroup comprised of funders and BLOs to design, implement and track an equity scorecard.

Evaluation Partnerships

- Serve as the principal liaison and central point of contact to the Collective's external research partners to coordinate project scopes, timelines, and distribution plan
- Ensure the Collective's work with its research partner reinforces its broader evaluation plans and positions the Collective for thought leadership in the field
- Vet external research opportunities to determine alignment with the Collective's goals and capacity

Overall Leadership

- Nurture and strengthen collaborative, supportive relationships with team members, partner organizations, community leaders and funders
- Contribute thought partnership that advances greater team cohesion at both the project and organizational levels
- Prepare high-quality materials, summaries, and contribute to funder reports
- Represent SGS with integrity, excellence, and community care

Qualifications

SGS works with a high degree of professionalism and community care. **As such, team members are expected to represent SGS with integrity and excellence.** The ability to plan ahead, anticipate needs, document decisions, build trust and camaraderie with peers and elders, and perform responsibilities with limited oversight are all essential skills. We operate as a sacred sisterhood worthy of our own and each other's dignity and respect.

The ideal candidate will possess the following professional and personal abilities, attributes, and experiences:

- Bachelor's degree with 8-10 years of relevant research and evaluation experience, preferably in a nonprofit or small, startup environment. Master's degree preferred
- Experience with sorting, manipulating and validating data within databases
- Proficient in MS office with expert proficiency in Excel
- Experience with both qualitative and quantitative data analyses software
- Proficiency in network mapping tools and analysis of maps
- Open to experimentation, learning, and adjustments along the way; ability to push through ambiguity to deliver results
- Strong project management skills including great attention to detail, organizational skills, and the ability to manage projects with many moving parts
- Superb written and verbal communication skills
- Ability to work independently and think creatively about how to leverage the resources at your disposal
- Technical command of Google Suite, Microsoft Suite, Zoom, online meeting and project management tools; comfortability with exploring and incorporating new technologies
- Cultural competence as evidenced by a background living and/or working in communities served by BEC
- Forward-thinking and innovative
- An exceptionally high work ethic with a sense of pride in one's work
- A high degree of professionalism combined with an ability to build relationships and rapport
- Commitment to racial equity and social justice
- Reliable transportation. The ability to commute to events and meetings is essential, post-COVID
- Experience working in a community-based organization is strongly preferred

This is a full-time, exempt position with a starting salary of \$90,000 annually plus benefits. SGS offers an employee-driven benefits package to facilitate flexibility and individual choice. Benefits include:

- \$50 monthly stipend for cell phone and internet reimbursement
- \$150—\$350 monthly contribution toward purchase of individual health plan and up to \$2,000 annually for access to therapy/mental health supports
- Up to \$1,250 annually toward individual, self-directed personal or professional development
- 10 PTO days to be used at employee's discretion
- Profit-sharing 401K plan with eligibility after one-year and full vesting after three years
- Paid civic duty (voting and/or jury service up to 10 days)
- 13 paid holidays plus a paid winter holiday break
- Bereavement and Paid Family Leave

Expected start date: February/March 2022. Interested applicants should submit a resume and cover letter answering the following question to info@socialgoodsolutions.com.

Cover letter question: *This position is well-suited for me because...*

SGS is an Equal Opportunity company with a strong commitment to equity and diversity. We welcome applications from all, and strongly encourage individuals underrepresented in the workforce to apply.