



Impact and Learning Director

Job Description

Are you ready to have a profound impact on the lives of foster youth in Oakland? Are you an experienced impact and program evaluation professional excited to collaborate with a team committed to social justice? Are you motivated by the opportunity to provide transformative support for youth aging out of foster care? If so, this unique position may be a great fit for you.

ORGANIZATION OVERVIEW

We believe all youth deserve the ability to live healthy, connected, and productive lives. At Beyond Emancipation (B:E), we provide a transformational environment and essential resources for transition-age youth who have experience in foster care or probation placements to support their efforts to move toward independent adulthood. Under our unique partnership to operate Alameda County Social Services' Independent Living Program, we have the substantial advantage of engaging youth for an entire decade of their lives, from ages 14 to 24.

Founded in 1995, our program services include access to safe host and community housing, post-secondary educational supports, and one-on-one and small group coaching in the areas of life skills, health and wellness, and employment training. All programs are delivered using our signature youth-empowerment, strength-based coaching approach - "Creative, Connected, Resourceful, Whole" (CCRW) - created and adopted in 2010. This innovative and successful coaching model provides the information, skills, and supports that enable youth to build resiliency and take responsibility for their own planning and decisions, leading to long-lasting positive change.

POSITION OVERVIEW

The Impact and Learning Director is responsible for the strategy and implementation of impact and program evaluation, contract compliance and reporting, data infrastructure, research, and organizational learning. The Impact and Learning Director uses an overall approach to evaluation that is culturally responsive, proactive and nimble in response to the dynamic environment of the organization. This position develops reports used by staff and leadership to drive program development as well as fundraising and impact reporting. The Impact and Learning Director provides guidance, training, technical assistance, and strategic oversight to B:E staff for the effective implementation of all evaluation activities. The Impact and Learning Director collaborates with program, development, and other departments to maximize the value and utility of evaluation and learning activities across the organization and to external audiences. This position reports to B:E's Director of Programs and supervises the Impact and Learning Manager.

EQUAL OPPORTUNITY

We recognize that in order to better serve our clients we need to continue to build an organization that supports, understands and lives diversity, equity, inclusion, and belonging - in our staffing, programming, and in our values. Our commitment to our CCRW coaching framework is a step towards building a supportive community. B:E is an equal opportunity employer, and we seek to develop a diverse workforce. We strongly encourage diverse candidates apply.



ESSENTIAL FUNCTIONS

Evaluation, Data and Reporting

- Lead an equity-focused, community-centered approach to evaluation by using the principles of [equitable evaluation](#) and [Culturally Responsive Evaluation](#) to guide decisions.
- Participate in the development of program-level theories of change and ensure that all evaluation activities align with those theories.
- Work with program staff and partner organizations to support program design and develop program-specific and cross-program monitoring and evaluation frameworks.
- Oversee B:E's data infrastructure to enable the collection, analysis, and evaluation of data that informs direction and articulates impact.
- Develop a system for goal setting and tracking across the organization. Oversee the development of a data dashboard with key indicators.
- Supervise the Impact and Learning Manager through work planning, regular meetings, professional development and performance evaluations.
- Actively include the voice and expertise of current and former foster and probation youth in service delivery design and implementation.
- Collaborate with the Executive Director to support governance activities of the Board of Directors including reporting and contract compliance, attending board-related meetings, and monitoring/reporting on the organizational strategic plan.
- Produce high-quality reports on program results and impact for internal and external audiences, including funders.
- Provide support for proposal development, including developing evaluation components of grant proposals, concept notes, or other applications for funding.

Process, Compliance and Learning

- Design and lead a learning culture through the ongoing professional development of staff.
- Ensure that learning and evaluation results are integrated into ongoing work as well as future strategy and planning.
- Work with program staff to track the performance of program activities against expected results using qualitative and quantitative methods.
- Coordinate efforts with Director of Programs and Division Managers to ensure that coaching, trauma informed care, and social justice are embedded into program design and delivery.
- Provide technical consultation to program staff to help identify evaluation priorities, questions, sequencing, methods, and interpretation of results.
- Lead development of training, coaching and support for staff on evaluation and learning, so they are equipped to use evaluation findings and other learning to make data-driven decisions and program improvements.

Research and Thought Leadership

- Ensure the use and integration of evidence-based practices and assessments.
- Conduct needs assessments for new program areas and research best practices for program design.
- Research external data sources and integrate findings with internal metrics to support comprehensive evaluation.
- Build the organization's thought leadership strategy.
- Stay abreast of and adopt best practices in evaluation methods and approaches.



- In collaboration with the development and communications department and program staff, disseminate learnings from evaluation activities to external audiences, including policymakers, scholars, practitioners and donors.

QUALIFICATIONS

- Five or more years related experience such as program evaluation, program impact, and/or data management experience.
- Advanced degree in a relevant field. Significant professional experience in impact and evaluation may substitute for advanced degree.
- Expertise in child welfare and other systems that impact foster youth.
- Experience with training or capacity building related to impact and evaluation highly preferred.
- Experience with a broad set of methods and approaches to evaluation and performance measurement, including quantitative and qualitative methods, equitable evaluation and culturally responsive evaluation.
- Demonstrated ability to supervise and motivate staff.
- Excellent written and verbal communication skills, including public speaking and the capacity to produce extremely well-written reports, analyses, proposals and presentations.

COMPENSATION

This is a full time, exempt, salaried position. Salary range is \$82,000 to \$95,000. Benefits are generous, with 80% paid employee health and dental insurance and 50% dependent coverage. Paid time off starts with 15 days of vacation (increasing over time with B:E), sick time, 4 wellness holidays, as well as 11 holidays. Voluntary vision and matched retirement (up to 3%) plans are also available.

HOW TO APPLY

To apply, please send a resume and a cover letter outlining your interest, qualifications, and how you learned of the position to the following email: hiring@beyondemancipation.org, with 'Impact and Learning Director' in the subject line. We plan to move this hiring process along quickly so please submit your materials as soon as possible.