



Equal Measure Senior Director of Evaluation

Philadelphia, Pennsylvania

EXECUTIVE SUMMARY

Established in 1988 as the OMG Center for Collaborative Learning, Equal Measure has evolved into a growing professional services consulting firm providing evaluation and philanthropic services to a wide range of clients, including private and community foundations, national and regional nonprofits, and government organizations. Equal Measure helps its clients achieve maximum reach and impact by combining insights from mixed-method, interdisciplinary approaches, grounded in the practicalities and reality of social change. Through its work, Equal Measure engages as thought partners to its clients, working together to solve today's most pressing and wide-ranging social challenges from educational and health disparities to systemic barriers to opportunity.

Reporting to the President, the Senior Director of Evaluation will serve as a thought leader in the sector; provide strategic leadership over evaluation portfolios and projects; contribute to strategy and agenda-setting with the project leadership team; become an effective steward of relationships with clients and partners; support the development and growth of the organization; and provide organizational leadership to support and build the capacity of the Equal Measure team.

The successful candidate will be a senior manager with at least 12-15 years of experience in mixed-methods evaluation and have content expertise in youth or community development, education reform, asset building, organizational development, and/or health and human services systems. S/he will have a track record of success in research and evaluation, as well as established national networks and thought leadership recognition. S/he will have experience coaching and leading teams, preferably in a professional services environment. Finally, S/he will be deeply committed to Equal Measure's core values and principles, including commitment to diversity, equity, and inclusion.

This search is being conducted with assistance from Allison Kupfer Poteet and Cara Pearsall of Nonprofit Professionals Advisory Group.

For more information: <http://www.nonprofitprofessionals.com/job/em-srdoe>



HISTORY AND MISSION

Based in Philadelphia, with a significant national presence, Equal Measure helps the social sector develop and implement impactful social change strategies, and elevates insights that shape powerful investments and fuel sustainable social change. Established in 1988 as the OMG Center for Collaborative Learning, Equal Measure has evolved into a growing professional services consulting firm providing evaluation and philanthropic services to a wide range of clients, including private and community foundations, national and regional nonprofits, and government organizations. Equal Measure helps its clients achieve maximum reach and impact by combining insights from mixed-method, interdisciplinary approaches, grounded in the practicalities and reality of social change. Through its work, Equal Measure engages as thought partners to its clients, working together to solve today's most pressing and wide-ranging social challenges, from educational and health disparities to systemic barriers to opportunity.

Equal Measure approaches its work in a collaborative, inclusive fashion, and is committed to complete integrity, continuous improvement, and intellectual truth and rigor in its work and the guidance it provides to its clients. Dedicated to culturally responsive practice, Equal Measure learns from the perspectives of diverse individuals and communities, enabling the organization to deepen the nuance of its findings and sharpen communications to the field.

Through its evaluations, Equal Measure helps its clients learn what works and how to shape highly impactful interventions and learning exchanges. Evaluation services include: theory of change development; mixed methods data collection and analysis; developmental, formative, and summative evaluation; evaluation training and capacity building; and communications and thought leadership strategy development and implementation. Through philanthropic services, Equal Measure turns best practices into programs, investments, and communities of practice, while remaining connected to on-the-ground realities that inform the work. Philanthropic services include: philanthropic program development, incubation, and implementation; grantmaking and grants management; investment strategy development and advising; communities of practice, learning community, and network development and management; and framing and facilitating of thought leadership convenings.

Its team of multi-disciplinary thought leaders – with backgrounds in education, economics, health, leadership, community management, and human capital – offers years of practical experience in evaluation, cross-sector partnerships, philanthropic services, nonprofit operations, and strategic communications. Drawing on its background in a mix of fields, sectors, and methodologies, the team elevates cross-cutting lessons from evaluation and philanthropic services engagements.

Equal Measure's portfolio includes projects addressing:

- Aligning systems for stronger outcomes
- Increasing access and opportunity
- Building human and social capital
- Strengthening community capacity
- Elevating ideas for innovation



For more information, including an overview of current and past projects and clients, please visit www.equalmeasure.org.

THE ROLE AND OPPORTUNITIES OF THIS POSITION

Reporting to the President, the Senior Director of Evaluation will engage the following challenges and opportunities:

Provide strategic leadership over evaluation portfolio and projects. The Senior Director of Evaluation will provide strategic leadership to annual portfolio of evaluation projects (averaging up to \$750K in annual revenue), including methodological and content guidance and review, tool and product refinement and finalization, and client engagement.

Serve as a thought leader both externally and internally. The Senior Director of Evaluation will be an active, contributing, nationally-recognized thought leader in select areas of expertise, including through written Issue Briefs, blogs, articles, conferences and other thought leadership outlets. S/he will maintain a diverse professional network and actively monitor the shifting context of the social sector to inform the organization's strategic direction and field-level influence. In addition, s/he will consistently apply strategic thinking, and create a learning environment – both internally and externally – to translate evaluation approaches and findings into high impact products and engagements that add immediate value to our clients, fields, and internally to the Equal Measure team.

Steward relationships with clients and partners to support organizational growth. The Senior Director of Evaluation will develop, maintain, and steward strong relationships with current and prospective clients, developing new business opportunities, with an estimated sales target ranging from 500K to 750K of new portfolio work annually depending on organizational needs and projected growth. As a member of the client stewardship team, the Senior Director of Evaluation shares in this responsibility as well as responsibility for the financial performance of the organization S/he will model collaborative approaches, integration of culturally relevant consultancy, and issues of diversity, equity, and inclusion in all engagements with clients, partners, and field stakeholders.

Contribute to strategy and agenda-setting. The Senior Director of Evaluation will support organizational strategy and direction setting, including service development and refinement of the Equal Measure business model. S/he will actively engage with the Executive Team and senior project leaders to support organizational priorities, including talent management, organizational infrastructure, knowledge management, and communications, including leading ad-hoc and standing organizational committees and work groups.

Provide organizational leadership to support the Equal Measure team. As a member of the senior leadership team, the Senior Director of Evaluation will coach, support, conduct performance assessments, and provide guidance to team members and direct reports to help support career growth and pathways. S/he will model best practices in project work, client interactions, and efforts with colleagues to motivate staff to deliver their best in project work, and will facilitate staff development through creative leadership and supportive supervision methods.



Specific responsibilities include:

- Establish portfolio and project priorities, and help support team engagement and deployment to deliver project excellence.
- Engage in the full range of evaluation project activities. These activities include: periodic data collection, including interviews, focus groups, site visits, learning dialogues, surveys, quantitative data analysis; individual and cross-team data analysis; and deliverable development.
- Support the conceptual development and writing of reports, memos, framework development workshops, and client learning conversations, monitoring quality and explicit value-add of the engagement.
- Maintain exceptional client and external partner satisfaction and relationships, including contractual and work plan negotiations, resolution of project issues, and networking for thought leadership and new business development opportunities.
- Constantly scrutinize and increase quality and innovation of evaluation engagements by identifying opportunities to strengthen methodological rigor, apply strategic and inventive approaches, and deliver products of the highest excellence to the client and for the field.
- Effectively manage budget and talent to assure high quality completion of portfolio work, establishing and refining project priorities while maintaining project excellence and client satisfaction.
- Work with senior consultants and directors to set suitable expectations, establish clear roles, and delegate appropriate activities to project staff.
- Supervise 3 to 4 direct reports and contracted partners and associates.

QUALIFICATIONS OF THE IDEAL CANDIDATE

While no single candidate will embody all of the following, the ideal candidate will possess many of the following professional qualifications and personal attributes:

- A deep, demonstrated commitment to Equal Measure's core values and principles, including commitment to diversity, equity, and inclusion.
- At least 12-15 years of experience in mixed-methods evaluation and pertinent social sector content areas, with a combination of progressively-responsible professional career experiences.
- A track record of success in research, evaluation, and developing published pieces, including established national recognition, visibility, and strong networks.
- A background and interest in one or more of the following areas: youth or community development, education reform, asset building, organizational development, and/or health and human services systems.
- Experience with team coaching, leadership, and organizational growth, preferably in a professional services environment; willingness to take initiative; demonstrated ability and comfort in working closely with team members to establish collaborative interpersonal relationships and promote a sense of "esprit de corps"; serve as a gauge of internal culture and enhance collaboration; and contribute to overall project and organizational goals.



- Excellent writing, editing, analytical, and oral communication skills – including the ability to collect, review, synthesize, and present information and findings to diverse audiences and perspectives.
- Intellectual talents and curiosity to succeed in a rigorous environment and drive for excellence, along with high professional standards.
- Energetic, collaborative, flexible, and communicative professional style; a sense of humor and collegiality.
- Proven ability to work well in an entrepreneurial environment with high levels of flux and uncertainty; a self-starter with strong integrity, work ethic and follow through.
- Deeply engage in organizational business development and sustainability efforts and ensure client stewardship goals are met through the review and development of proposals, review of RFPs and development of other business development materials.
- Terminal degree preferred; however, candidates who possess a Master’s degree in the social sciences from an accredited college or university will be considered. All applicable professional experience within the field(s) will also be considered.

TO APPLY

This search is being conducted with assistance from Allison Kupfer Poteet and Cara Pearsall of Nonprofit Professionals Advisory Group.

Due to the pace of this search, candidates are strongly encouraged to apply *as soon as possible*. Applications including a cover letter describing your interest and qualifications, your resume (in Word format), salary history, and where you learned of the position should be submitted to:

em-srdoe@nonprofitprofessionals.com

As an Equal Opportunity Employer, Equal Measure is deeply committed to diversity, equity, and inclusion and actively seeks individuals who can offer broader perspectives to our organizational thinking and culture.

Nonprofit Professionals Advisory Group is a national executive search and consulting firm dedicated to serving the mission-driven community. We partner with global mission-driven clients to deliver highly-tailored, innovative, and strategic senior- and executive-level search services.

www.nonprofitprofessionals.com.