



**Job Announcement**  
**Position Closes August 31, 2021**

**Position:** Director of Impact Strategies  
**Status/hours:** Full-time, exempt, 40 hours/week; flexible schedule as needed  
**Location:** Must be in California. Work from home through shelter-in-place for the time being and then Sacramento preferred but not required.

The California Partnership to End Domestic Violence promotes the collective voice of a diverse coalition of organizations and individuals, working to eliminate all forms of domestic violence. As an advocate for social change, we advance our mission by shaping public policy, increasing community awareness, and strengthening our members' capacity to work toward our common goal of advancing the safety and healing of victims, survivors and their families. To know if we are achieving our mission, we must measure and understand our impact. We are seeking a Director of Impact Strategies to help us measure our progress in getting there, while concurrently shaping the field's understanding of how to integrate measurement and evaluation into a design-led approach to problem solving.

The Director of Impact Strategies will play a crucial role in developing and implementing the systems and tools that will identify and capture the depth and breadth of impact of our technical assistance and support to member programs to effectively prevent and intervene in intimate partner violence. They will be responsible for the management of collection and analysis of impact data and will work closely with program teams, implementing partners, funding partners, and third-party evaluators. Through this, the Director of Impact Strategies will build a platform to pioneer a point of view around the frameworks, tools, and best practices that the funders and implementing organizations throughout the Membership can use to better integrate measurement and evaluation into the programmatic design process.

The Director of Impact Strategies has deep knowledge and experience in impact measurement and evaluation, specific to the social sector, and possesses experience in utilizing a broad range of both quantitative and qualitative tools and methods for analysis. They understand human-centered design and are excited to work with our staff and membership to creatively develop new ways of collecting impact data and measuring the effectiveness of our work.

The Director of Impact Strategies is very self-directed, an active problem-solver, who is always seeking out the right resources and information to answer complex questions with both rigor and grace. The Director of Impact Strategies also has a keen eye for design and storytelling, and is inspired by the opportunity to influence the social sector through everything we learn about measuring and managing toward impact through design.

## **JOB DUTIES**

### Programmatic Strategies & Impacts

1. Craft measurement frameworks that can be used for impact evaluations of our programs
2. Oversee and co-develop tools and processes that execute impact framework within each program area, specifically for both quantitative and qualitative data collection and analysis
3. Manage, coordinate, and execute the collection of impact data from program teams, partner organizations, and stakeholders, providing support for timely, accurate, and consistent reporting.
4. Engage with all programs to help them envision and embed creative methods for impact measurement into the solutions they are delivering to our membership, partners at the planning and implementation phases.
5. Serve as the main point of contact to shape external evaluations and ensure alignment on impact metrics and methods used for gathering data
6. Influence the field's understanding of how to integrate measurement and evaluation into a design-led approach through storytelling and by building practical tools that others can use in their work
7. Drive experimentation around data collection and analysis through new methodologies and tools
8. Supervise the Prevention Program Manager and Capacity Building Program Manager and support their teams in program development, implementation and impact evaluation
9. Work with our members and partners to shape how they collect and share data with us

### Grants Management

1. Supervise and support the Manager of Impact Strategies who is responsible for all aspects of grant management.

### Human Resources:

2. Partner with Managers and Directors to identify talent gaps, support employee recruitment and screening, and ensure new employees are appropriately prepared to execute job functions and advance strategic goals.
3. Collaborate with Administrative Director to support Program Managers in ensuring consistent standard of employee supervision, coaching, oversight and appraisal.
4. Maintain confidential personnel records and employee documentation in a secure manner.
5. Provide direct supervision to the Manager of Impact Strategies, Prevention Program Manager and Capacity Building Program Manager.

### Organization-wide Activities:

6. Position domestic violence issues along with other movements
7. Frame the work in the context of ending domestic violence
8. Assist in the preparation, printing and dissemination of organizational resources, and contribute to online forums, newsletters, hand-outs and other materials as requested
9. Provide support and assistance to other staff for special projects as requested

10. Embody and promote the Partnership's values and guiding principles of Partnership, Equity, Beloved Community and Bravery.
11. Carry out other duties as assigned

#### **MINIMUM / DESIRED QUALIFICATIONS**

##### Education and Experience:

- a) A minimum of 10 years of full-time work experience in research, measurement, and evaluation.
- b) A Bachelor's degree in Public Health or related field. Ideally a Masters in a related field or demonstrated equivalent knowledge gained from experience.
- c) A minimum of 5-years full time experience in IPV Prevention
- d) A minimum of 5-years staff supervision

##### Knowledge, Skills and Abilities:

- e) Possess strong analytical, evaluation design, and methodological skills, and utilizes "right-fit" methods for a broad range of quantitative and qualitative approaches to communicate a rigorous, yet compelling story about the Partnership.
- f) Experience in using web-analytics software and survey tools
- g) Ability to help translate our Theory of Change into Theory of Action and corresponding logic models.
- h) Ability to work cross teams to facilitate the process of turning impact data into meaningful stories for the organization
- i) Excellent communication and writing skills, with a keen ability to synthesize and present complex data in a simple, compelling, meaningful way (ability to produce beautiful and top-notch data visualization is a plus)
- j) Brings a positive mindset and attitude to the staff and membership that continuously pushes the organization to accomplish its mission
- k) Demonstrates a zeal for out-of-the-box design thinking and utilizes multiple practices and mindsets of human-centered design.
- l) Commitment to centering survivor voices
- m) Ability to build partnerships with a variety of people including survivors, organizational leaders, shelter, direct service staff and co-workers
- n) Commitment to the Partnership's Mission and Theory of Change
- o) Proficiency in word processing, spreadsheet, presentational and internet applications, including Microsoft Office Programs
- p) Ability to travel as needed to complete job duties

##### Physical Requirements (not limited to the following):

- a) Physical ability to perform essential functions with or without reasonable accommodation
- b) Must have the ability to sit for extended periods of time
- c) Ability to enter data into a computer terminal with or without reasonable accommodation
- d) To see and read a computer screen and printed material with or without vision aids
- e) Hear and understand speech at normal levels and on the telephone with or without reasonable accommodation
- f) Speak in audible tones so that others may understand clearly in person and on the telephone

**Salary:** \$7,083 - \$9,167/month, dependent on experience  
**Benefits:** Health, vision & dental insurance; paid vacation & sick leave  
**Travel:** Some State and national travel required

**To Apply:** Send your cover letter and resume combined in one PDF to [jobs@cpedv.org](mailto:jobs@cpedv.org) with the subject line "Director of Impact Strategies"

For more information about the Partnership please visit [www.cpedv.org](http://www.cpedv.org)

*The California Partnership to End Domestic Violence is an equal opportunity employer and makes employment decision on the basis of merit. The Partnership desires to have the best available person in every position. Organizational policy prohibits unlawful discrimination based on race, color, creed, gender, religion, marital status, age, national origin or ancestry, physical or mental disability, medical condition, sexual orientation or any other consideration made unlawful by federal, state or local laws.*