

Position Description

Senior Impact Consultant

ABOUT RESULTSLAB:

[ResultsLab](#) helps nonprofits, communities, philanthropy, public agencies, and social ventures to **use data to accelerate positive change**. We uniquely equip our clients with the data mindset, skill set, and tool set necessary to be more impactful in the important work they do. We engage in a variety of projects from training and technical assistance with cohorts of service providers, to one-on-one work with individual organizations, to direct evaluation services, all with the greater goal to improve program rigor, align measurement strategies to organizational/community needs and assets, and increase capacity to use data for improvement.

ABOUT THE ROLE:

The Senior Impact Consultant role is instrumental in shaping and driving our work forward. Within this position you will lead a variety of direct consulting projects with nonprofits, communities, philanthropic and government agencies and play a supporting role in continuing to grow our impact footprint. On a daily basis you will find yourself engaging in a variety of efforts from designing and leading evaluation studies, facilitating strategic design or data use dialogues, or bringing your experience and perspective into our training and thought leadership initiatives.

JOB RESPONSIBILITIES:

Evaluation Services

You will design and execute evaluation strategies that answer prioritized learning questions, leading and/or supporting a team across all aspects of evaluation design, data collection, analysis, communication, and use process. As you engage in the evaluation process, you will look to continuously elevate equity and data use as your north stars.

- Work with clients, research partners, and education practitioners to set evaluation goals and clear and compelling evaluation/learning questions
- Design evaluations, ensuring appropriate methodology that aligns with goals and context of the study and study participants
- Oversee data management and data analysis to ensure overall data integrity and to identify insights from the data, maintaining a strong focus on equity throughout the process
- Develop clear and compelling data communication products that fit the needs of the intended audience, ranging from full reports to short summaries, to visual presentations, to infographics, and beyond.
- Facilitate data use processes to bring the data to life and lead the client, partner, practitioner, or targeted community to identify actions to take based on the data

Coaching and Training

- Develop training and technical assistance plans to meet the needs of a variety of clients
- Deliver high quality technical support and coaching to organizations and communities in one-on-one and group-based formats consistent with adult learning frameworks
- Coach a variety of organizational roles (leadership, program leadership, evaluation) on data use cycles to improve program and organizational performance
- Utilize program evaluation and performance management expertise to teach and coach organizations to apply these concepts
- Design data collection methods, theories of change, logic models, and data analysis plans and develop utility focused decks, reports and dashboards in consultation with colleagues and clients
- Analyze and interpret data to plan, develop and evaluate client program goals, objectives, strategies, and activities
- Structure client feedback mechanisms and incorporate improvements to strengthen training and coaching

Growing our Footprint

We are continually looking for opportunities to strengthen our internal practices and to grow and scale the impact of our work across the social sector. You will be critical to making this happen as you:

- Strategize with the ResultsLab team on new product lines and services
- Evaluate projects and initiatives and set plans for improvement
- Lead efforts that strengthen organizational practices/processes, including a priority focus on Diversity/Equity/Inclusion
- Provide thought leadership through blogs, conferences, short trainings, and other vehicles to reach current and future clients
- Support proposal development for new work, creating proposal, workplans, scopes and budgets
- Utilize current networks to engage future clients, actively monitoring and creating new business opportunities

QUALIFICATIONS:

- Master's degree social science or related field
- At least 8 years experience in training and technical assistance, evaluation and/or performance management
- At least 3 years experience serving as a project lead on evaluations or evaluation capacity building efforts
- Advanced knowledge in evaluation methods, including process, outcome, and developmental evaluations
- Understanding and motivation to integrate and amplify a strong equity lens within all aspects of the work, including evaluation and training
- Excellent written and verbal communication skills with a demonstrated ability to translate complex topics into easier to understand language
- Ability to compile data in a clear, concisely written and/or visual format

- Strategic thinker with the proven ability to identify opportunities, formulate solutions, and gain support from stakeholders
- Ability to be flexible to shifting contexts and realities
- Competent in interpersonal communications, collaboration, critical-thinking and problem solving
- Strong oral, written and presentation communication skills
- Ability to effectively manage multiple, concurrent projects and priorities

Preferred Qualifications

- Exposure to and experience using one or more data management systems, such as Salesforce, ETO, Apricot, MySQL, or others and a willingness to learn additional systems
- Experience as an educator (teacher, administrator), in education research/evaluation, or education policy/programming
- Consulting experience

Compensation

- Salary range: \$70,000 - \$93,000
- Benefits include: Medical, Dental, Life, Retirement - up to 4% 401K Match after 6 months, Out Living Day focused on community connection

[ResultsLab](#) is a Denver-based consulting firm with options for team members to work virtually outside of Colorado. ResultsLab cultivates an inclusive, flexible, and innovative work environment finding new solutions for impact in the social sector and focusing on excellence for those we serve.

The ideal candidate will increase our ability to connect with and develop strong working relationships with the diverse communities served by our client organizations. We actively seek a diverse pool of applicants from, or who have worked closely with, historically underrepresented groups, including but not limited to people with disabilities, people of color, LGBTQ+ people, first or second generation immigrants, and all socioeconomic backgrounds.

To be considered for this position, send a resume and cover letter resumes@ResultsLab.org.