

ORS Impact is hiring a Senior Consultant!

About ORS Impact: ORS Impact is a consulting firm that helps clients clarify, measure, and align around their social impact outcomes using evaluation, outcomes-based strategy and planning, theory of change, and MLE planning and implementation. Through these four lines of business, we support philanthropies, nonprofits, and government agencies in their most challenging and complex work with our expertise in advocacy and policy change, networks and coalitions, systems change, and initiatives and strategies.

About the position: The Senior Consultant position at ORS Impact applies rigorous, innovative, and pragmatic social science methods and related skill sets to the questions our clients have in support of greater learning and social impact. Under the direction of a Director, Senior Consultants lead and work on teams across two or more lines of business, typically working on five to seven projects that are at different stages and in different fields, ranging from early childhood, libraries, policy/advocacy, public health, the environment and more. Senior Consultants are energized by juggling multiple efforts simultaneously and getting to learn about new fields. Working on the full life cycle of a project, from design to implementation to delivering final products and deliverables, Senior Consultants play a critical role in our consulting practice. Most of this position's time will be billable client work, though some time will also be spent on business development, professional development, community of practice with ORS Impact colleagues, and internal activities (e.g., staff meetings, etc.). We are continually working to increase our conscious competence around the ways in which we advance equity through our work with our clients and in our efforts to create an internal culture that allows diverse colleagues to thrive. We strive to provide growth opportunities for all our team members and the Senior Consultant will be provided professional development opportunities that are aligned with the skill set for the Director-level track. This position does not have supervisory responsibilities.

ORS Impact's Commitment to Advancing Equity: "Impact" is not just part of our name: it is a core value for why we do this work. Implicit in this value is the belief that the world can be more equitable, that accelerating social progress will lead to better lives for everyone. These statements, however, do not explicitly address the systems of power that grant privilege and access unequally, particularly based on race, but also based on age, sexual orientation, gender, immigration status, or disability. These systems underlie the issues our clients seek to address and can be perpetuated and strengthened even as well-intentioned people seek to make positive social change. We believe that diversity makes us stronger. We believe that all people are equal and that holding some groups of people down holds all of us down. We believe that these issues are complex and that we will stumble in our efforts. However, the goal of a more just, fair, and inclusive society requires changing how we work together, how we work with clients, and proactively finding ways for our organization to make a difference in the fight for a more equitable world.

Location: We are currently moving to a more hybrid work model with some in person time expected in Seattle, Washington.

Salary: Minimum salary for this position is \$110,000/annually with full benefits. Final compensation package will be determined by experience and education.

Essential Duties and Responsibilities include the following:

Provide Consultation to Clients

- Conduct background research and produce products for the team and/or client.
- Draft and finalize data collection tools, including interview protocols, survey instruments, observation protocols, etc.
- Lead and/or manage teams of consultants, research analysts and assistants in implementing data collection, data analysis, and product development processes.
- Collect data, including surveys, focus groups, interviews, direct observations and other data collection methods as appropriate.
- Develop the analytic frameworks and apply qualitative and quantitative analytic methods appropriate to data collected, (e.g., descriptive statistics, multivariate statistics, content analysis, social network analysis).
- Develop the vision for client-ready products and deliverables, including, but not limited to, meeting materials (agenda, handouts, and PowerPoint slides), reports, memos, meeting notes, theories of change, strategic plan narratives, Measurement, Learning and Evaluation plans, evaluation reports and memos, presentation materials, etc.
- Design and help facilitate group processes (e.g., work sessions, theory of change development, etc.) and strategic learning opportunities (e.g., communities of practice, strategic debrief sessions, learning circles).
- Collaborate with a Director to provide leadership within larger more complex projects.

Provide Thought Leadership to Clients and Internal Teams

- Apply applicable frameworks and approaches developed at ORS and from the broader field.
- Apply lessons and cross-pollinates learning across clients and projects.
- Bring new ideas, methods, concepts or approaches to clients and projects.
- Stay abreast of the field, our sectors and innovations across our lines of business.

Develop Client Relationships and Cultivate New Business Opportunities

- Develop client relationships that result in new, expanded or continued work.
- Contribute to and lead proposals for new work.
- Represent ORS Impact at events, presentations conferences, etc.
- Clearly communicate internally and externally ORS Impact values, approaches, unique perch, lines of business, etc.

Promote a Positive Culture

- Foster effective collaboration, intellectual curiosity, client-focused approach, high quality work and relationships, integrity, thought-partnership and impact.
- Participate in internal meetings and professional development activities.
- Mentor staff on teams through project implementation.
- Participate in quality processes and systems.

Perform other tasks to support strategic directions of the company or other internal processes and projects as assigned.

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

- Passion for social justice and a commitment to ORS Impact values
- Experience using racial equity and culturally responsive frameworks and approaches in project design and implementation.
- Ability to work independently on multiple projects at the same time.
- Ability to work with a team.
- Intellectual curiosity and willingness to learn.
- Ability to be a thought partner to colleagues internally and externally.
- Ability to facilitate group meetings and present results to diverse audiences.
- Ability to communicate clearly through verbal and written forms with clients and their partners.
- Attention to detail.
- Proficient in Microsoft Office tools, including Word, Outlook, Excel, Excel and PowerPoint.
- Proficient using qualitative analysis software and quantitative analysis software (e.g., Excel and SPSS) for analysis.
- Ability to travel.

Certificates and Licenses: None

Education/Experience: Master's degree in social science, public affairs, public health, business administration or related degree and at least six years of related experience and/or training; or equivalent combination of education and experience.

To Apply:

Please send a resume and cover letter detailing how your skills and experience align to the position requirements to careers@orsimpact.com by January 9, 2022. In the subject line please write "ORS Senior Consultant." We will contact qualified applicants.

ORS Impact is an equal opportunity employer and all qualified candidates are encouraged to apply. Applicants will not be discriminated against because of race, color, creed, sex, sexual orientation, gender identity or expression, age, religion, national origin, citizenship status, disability, ancestry, marital status, veteran status, medical condition or any protected category prohibited by local, state or federal laws.