

ORS Impact is hiring a Senior Director!

About the Job – Overview

ORS Impact provides critical insights and learning to philanthropic and nonprofit clients working to create meaningful social change. We are currently seeking an experienced Senior Director who brings significant expertise in evaluation and complex social change efforts to help grow our consulting practice. Senior Directors provide high-level client consultation, lead large teams and projects, as well as mentor and supervise senior staff. Working across our lines of business, the Senior Director will give life to ORS Impact's consultative approach and values, both internally and externally. This position offers exciting opportunities to engage in field-building work and support leaders and funders of social change efforts, as well as contribute to building an internal culture where staff can thrive.

Location - This role can be performed anywhere in the US, with some in-person time expected at our Seattle, WA, headquarters.

Compensation range – Minimum of \$187,361. The final compensation package will be determined by experience and education.

Perks & Benefits – Medical, Dental, Vision, FSA, DCA, H.S.A., Vacation

What will you be doing in this role?

- The primary focus of this role will be to lead client projects and supervise/mentor senior-level staff. More specifically, this includes...
 - Developing responsive evaluation designs (including developmental evaluations) for clients engaging in complex social change initiatives
 - Providing expertise and thought partnership – serving as a "critical friend" – to clients, facilitating learning, pushing thinking to advance equity and meaningful impact, applying frameworks to help clients better conceptualize and improve their work
 - Providing expert facilitation and meeting design to support project goals and learning agendas
 - Leading the development of actionable and utilization-focused client-facing products such as reports and presentations, as well as engage in the development of field-facing publications.
 - Developing and overseeing project plans, schedules, and milestones; leading a team in project implementation; managing project budgets
 - Cultivating relationships and an effective team culture across highly matrixed and remote team members
 - Providing supervision, coaching, and mentorship to Senior Consultants and Directors, as well as providing some training and supporting the growth of more junior staff on your project teams

- A secondary part of this role will be to bring in new business by leveraging your existing network as well as ORS's, and regularly responding to requests for proposals, including developing scopes of work and budgets

About You – Experience, Skills, And Accomplishments

- At least 15 years of client engagement and consulting experience
- 15 years of experience designing and leading complex, multi-stakeholder, evaluations of large-scale social change efforts, applying a range of system and social change frameworks
- Deep expertise in a wide range of qualitative research and analysis best practices, tools, and current approaches
- Knowledge and experience using culturally responsive and equitable evaluation frameworks and approaches in project design and implementation
- Excellent written and spoken communication skills
- Field leadership in a relevant area of expertise as demonstrated by presentations, publications, professional leadership roles, etc.
- 15 years of experience managing teams for efficiency, quality and team member growth
- At least 15 years of supervisory experience
- Demonstrable success in securing new business through contracts and grants, and ability to leverage own professional and ORS relationships to build new business and strengthen existing lines of business.
- Experience managing a project portfolio of \$1 million or more

Characteristics

- A flexible mindset and comfort with complexity, ambiguity, and emergence
- Excitement for ideas, concepts, and deep thinking
- Desire to be in the work and support others as growing professionals
- Personal and professional commitment to social justice and ORS Impact values

Education

- Ph.D. with 20 years, or Master's degree with 25 years, of related experience and/or training in social science or similar field; or an equivalent combination of education and experience.

It would also be great if you have...

- A deep understanding of complex social systems and social change
- Extensive experience with philanthropy and large intermediaries
- Experience overseeing quality of practice and products across projects
- Proficiency using technological tools and approaches for qualitative data analysis such as Dedoose, Nvivo, Atlas.ti

- Experience applying AI to research methods
- Proficiency in another language

About the team:

ORS Impact (ORS) is a woman-led and owned evaluation and strategy consultancy based in Seattle, WA, with ~30 staff members. We are not program evaluators. At ORS Impact, we specialize in systems-level evaluation and strategic thought partnership. We work in close partnership with our clients to make meaning of data and measure progress within the complicated, messy, and complex systems that characterize so much of the work our clients do to support social change. While we work in a wide range of sectors, we specialize in hard-to-measure areas like advocacy, policy and systems change, narrative change, coalitions, ecosystems, and social movements.

“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. We also know that, without critical and intentional analysis, racist systems can be perpetuated and strengthened even as well-intentioned people seek to make positive social change. We are continually working to increase our conscious competence around the ways in which we advance equity and anti-racism through our work with clients and to create an internal culture that enables diverse colleagues to thrive.

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 8, 2024**. In the **subject line please write “ORS Senior Director.”** 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.