

ORS Impact is hiring a Director!

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 Director position at ORS Impact applies innovative and pragmatic social science methods and related skill sets to the questions our clients have in support of greater learning and social impact. Directors play a critical role in leading project work teams and projects, providing high level consultation, developing and maintaining effective relationships with clients and supporting business development for the company. Working across two or more lines of business, Directors give life to ORS Impact's consultative approach and values, both internally and externally. Directors also may provide leadership on internal projects and priorities of mutual interest and have expectations to engage in field building work and being public representatives for the company. We pride ourselves on growth opportunities for all of our team members; the Director will have opportunities to develop leadership roles within lines of business, within areas of technical expertise, or other opportunities that are mutually agreeable.

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 \$130,000/annually with full benefits. Final compensation package will be determined by experience and education.

Essential Duties and Responsibilities include the following:

Leads and manages project teams to complete client contracts with high quality, within budget, and with strong client relationships

- Develops and holds vision for project overall.
- Delivers high-level consultation services to philanthropic, public sector, non-profit and/or private sector clients across two or more lines of business by facilitating work sessions, trainings, and communities of practice.

- Leads development of teamwork plans to ensure clarity of steps, roles, responsibilities, interdependencies, etc.
- Manages project budgets, including monthly review of invoices, clarity among team members about time available for tasks, and adjusting and/or negotiating changes in scope or budget as needed with client, in consultation with CEO.
- Ensures quality implementation across team members, including appropriate usage of internal quality assurance processes.
- Delivers high quality products throughout a project and gives final approval of all final products.

Develops Client Relationships, Cultivates New Business Opportunities and Serves as a Strong Brand Representative

- Manages client relationships, communications, changes in scope or budgetary issues, team or personnel issues, process and products, etc.
- Clearly communicates internally and externally ORS Impact values, approaches, unique perch, lines of business, etc.
- Maintains and builds relationships with existing clients.
- Builds new relationships with potential clients.
- Represents ORS Impact at events, providing presentations or trainings, etc.

Provides thought leadership to clients, internal teams and the social sector

- Creates new knowledge products for the field.
- Cross-pollinates ideas, concepts, approaches, etc. across projects internally and with clients.
- Stays abreast of the field, contributes to development of new or enhancement of existing frameworks for consultative work.
- Applies internal frameworks across projects, internally and with clients.

Promotes a positive culture

- Fosters effective collaboration, intellectual curiosity, client-focused approach, high quality work and relationships, integrity, thought-partnership and impact.
- Consults with, seek thought partnership with and proactively communicate with ORS Impact leadership or other senior team members.
- Communicates with CEO at critical points regarding scope, personnel, or other client relationship issues.
- Fosters effective teamwork within teams, including clear roles and responsibilities, equitable and effective division of labor that utilizes roles appropriately and builds on individual strengths, etc. through project team meetings, one-on-one communication or other means.
- Provides mentorship to staff on teams through project work.
- Participates in and lead internal professional development activities.
- Participates in quality processes and systems.
- Participates fully in internal meetings (e.g., staff meetings, etc.).

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

Supervisory Responsibilities: This position may have supervisory responsibilities, depending on internal needs.

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.
- Ability to design evaluations for complex social impact efforts.
- Experience using racial equity and culturally responsive frameworks and approaches in project design and implementation.
- Competency and experience in a consulting setting.
- Competency and experience working in the social sector.
- Experience in business development.
- Experience leading teams and working as part of teams.
- Ability to work at a conceptual and tactical level.
- Intellectual curiosity and willingness to learn.
- Strong communication skills (written and verbal) internally and with clients and partners.
- Ability to facilitate group meetings and present results to diverse audiences.
- Ability to work on multiple projects at the same time.
- Aptitude to be a thought partner to colleagues internally and externally.
- Familiarity to proficiency using Excel and SPSS (or other statistical software) for analysis, depending on focus of work.
- Proficient in Microsoft Office tools; able to adopt new project management and client relationship management tools.
- Ability to travel.

Certificates and Licenses: None

Education/Experience: Master's or higher degree or in social science, public affairs, public health business, law or related degree and at least 10 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 21, 2022. In the subject line please write "ORS 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.