

Senior Consultant – Evaluator with Focus on Systems-level Social Change Efforts

Are you looking for an opportunity to use your skillset to contribute to social change?

This may be that opportunity. In this role, you provide critical insights to foundations and organizations working to create social change. You serve as a trusted thought partner. You provide clarity in the messiness of system change. You learn the ground truth and share it with those who need to hear it. Through your work, you help clients learn from the work they've done to shape better strategies for moving forward, use frameworks to provide clarity and refine an understanding of the problem, elevate voices of those closest to the work, all with an eye toward advancing equity and the vision of a more just world for all.

Do you have a deep interest in and familiarity with collective strategies for social change? Do you have experience collaborating and co-designing innovative learning engagements? Are you able to see connections where others may not? Do you think expansively and err toward creative or outside-the-box ideas? Are you comfortable in an environment of emergence and uncertainty?

If so, we would love to talk to you!

About the Position

We are seeking a senior-level consultant who brings significant expertise and experience with complex social sector change efforts. We are looking for someone who understands the intricacies of interdependent social ecosystems seeking to solve critical challenges, such as ending homelessness, improving community quality of life, and ensuring adequate economic mobility and social safety net systems for individuals and communities to thrive.

Senior Consultants play a critical role in our consulting practice. Senior Consultants serve as the lead for teams working on client projects, either independently or under the direction of a Director. This position is expected to lead all aspects of a project lifecycle, from project or evaluation design, facilitating group processes, data collection and analysis, to sharing findings and facilitating discussion with multiple stakeholders.

Location: Largely remote **anywhere in the USA** with some in-person time expected in Seattle.

Salary: Starting salary range for this position is \$124,000 to \$141,000 annually with full benefits. Final compensation package will be determined by experience and education.

Perks: Medical, Dental, Vision, Life and AD&D Insurance, Short- & Long-Term Disability, FSA, Retirement with employer match, Commuter benefits, Paid time off – 5 weeks to start, Paid holidays- 11 per year, plus birthday holiday. Paid parental leave; Remote work stipend, Professional development stipend.

Essential Duties and Responsibilities include the following:

- Collaborate with social innovators to develop a vision and the design of large, complex, multistakeholder evaluation and learning projects
- 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 to implement data collection, analysis, synthesize findings across data sources, and develop useful and actionable products
- Collect data, including through surveys, focus groups, interviews, direct observations and other methods as appropriate.
- Apply qualitative and quantitative analytic methods appropriate to data collected, (e.g., descriptive statistics, multivariate statistics, content analysis, social network analysis, thematic analysis).
- Apply relevant frameworks and approaches developed by ORS and from the broader field to client-identified questions and challenges.
- Provide thought partnership and develop client relationships, cultivate new business opportunities
- Mentor staff on teams through project implementation.

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, intellectual curiosity, and willingness to learn.
- Prior experience conducting evaluations with a focus on applying system change frameworks, systems thinking, and understanding of systems and ecosystems. (minimum 6 years)
- Deep expertise in complex qualitative research (minimum 6 years)
- Prior experience in collective approaches to social change, such as networks and coalition building, organizing and power building, collective impact, and social movements.
- Comfort with emergence and dynamic work, non-closure and uncertainty, and an ability to pivot responsively to emerging project needs and priorities.
- Prior experience leading collaborative client interactions, providing thought partnership, facilitating inclusive meetings, and developing products for external audiences.
- Ability to lead and manage a team using inclusive approaches that value diverse perspectives and ways of knowing

- Ability to travel occasionally

Preferred

- Experience in a range of social sectors, such as homelessness response, economic mobility, social safety nets, community development, or public health
- Experience developing measurement, evaluation, and learning plans and theories of change
- Excellent relational skills and emotional intelligence, ability to read a room
- Experience using racial equity and culturally responsive frameworks and approaches in project design and implementation.
- Expertise in ORS areas of work, including strategy development, policy and advocacy, narrative change, and power building.
- Fluency in language other than English

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 **May 31, 2023**. In the subject line please write “ORS Senior Consultant.” We will contact qualified applicants.

About ORS Impact

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 become a stronger ally and anti-racist organization by increasing 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.

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