

Impact Analyst

Location: Memphis

Working model: Hybrid, at least 3 days per week in office

Reports to: Impact Manager

Critical skills: Information synthesis, workstream management, attention to detail, critical thinking

Minimum education: Bachelor's degree

Applicable full-time work experience: 2+ years

[About Slingshot Memphis](#)

Slingshot Memphis is a poverty-fighting center of influence that's igniting a movement to revolutionize the way poverty is alleviated. We disrupt traditional methods by introducing analytical, outcomes-driven approaches.

Unlike business, medicine, and other sectors that have established processes for measuring outcomes, the poverty-fighting ecosystem simply hasn't. This makes it nearly impossible to know which programs most effectively reduce the social and economic gaps in Memphis.

Slingshot has addressed this by developing a new, standardized methodology to measure poverty-fighting effectiveness. By providing previously unavailable insights about poverty-fighting outcomes, we empower decision makers to allocate financial and other resources toward solutions that produce effective outcomes for those experiencing poverty.

We believe that as our community embraces this new methodology—or "Poverty-Fighting Feedback Loop"—we can measurably reduce poverty and accelerate access to equitable opportunities for all Memphians.

[About Slingshot's Work](#)

Slingshot performs three primary functions to achieve its mission. First, we work alongside poverty-fighting organizations to study their effectiveness. We call this an impact study. Second, we identify opportunities to enhance the outcomes that poverty-fighting organizations produce. Third, we raise funds in the community and invest 100 percent of these funds in the poverty-fighting organizations we work alongside, based on their effectiveness.

An impact study is a 3–5 month process where Slingshot gathers evidence and performs the analysis necessary to accurately determine an organization's poverty-fighting effectiveness. Over a series of meetings, Slingshot gathers evidence from an organization, conducts external research, performs quantitative and qualitative analysis, creates impact profiles to capture the evidence and insights, identifies the appropriate impact results, and prioritizes opportunities for greater impact. Impact studies are conducted annually to capture the changes in effectiveness over time. We strive to employ similar rigor as for-profit professional services organizations with the heart necessary to meet people where they are.

About the Impact Analyst role

Slingshot seeks an Impact Analyst to help support the impact study process. This role reports to the Impact Manager and will work with multiple Impact Associates to support several impact studies at a time. The Impact Analyst will also have responsibilities to help further enhance Slingshot's methodology, processes, and impact.

Responsibilities

- Support the impact study process simultaneously for several poverty-fighting organizations
- Help build strong relationships with leaders of poverty-fighting organizations
- Participate in impact study meetings with organizations
- Develop program maps that provide a visual diagram of the services within a poverty-fighting program
- Synthesize the evidence collected from organizations during meetings into an impact profile, which is a comprehensive repository of evidence that provides an accurate assessment of an organization's poverty-fighting impact
- Support the secondary research of the social challenges addressed, practices used, and benefits created by organizations
- Assist with identifying opportunities for greater impact that empower poverty-fighting organizations to improve their effectiveness
- Support with the creation of deliverables that communicate the poverty-fighting impact of an organization and the associated research and evidence

Qualifications

- Personal interest in alleviating poverty, innovating new solutions, and building equity
- Strong self-awareness, coachability, and empathy
- Proactively seek constructive feedback and have a desire to continually improve
- Effective collaboration skills and the ability to work effectively with a team
- Experience conducting secondary research to make a decision or reach a conclusion and using quantitative analysis to inform decision-making
- Demonstrated rigor and quality of work, including excellent attention to detail
- Bachelor's degree required, with relevant graduate degree viewed favorably
- At least 2 years of applicable full-time work experience

Application

Send your resume and a brief statement of interest to John Dunavant at careers@slingshotmemphis.org with "Impact Analyst" in the subject line. Your statement of interest should describe why you are interested in working with Slingshot and how you feel Slingshot would help you achieve your professional goals. Slingshot will follow up with selected applicants to schedule an interview, at which time professional and personal references will be requested. Slingshot is an equal opportunity employer.