

Insights Associate

Location: Memphis

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

Reports to: Insights Manager

Critical skills: Secondary research, information synthesis, critical thinking, quantitative analysis

Minimum education: Relevant graduate degree

Applicable full-time work experience: 5+ 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 Insights Associate role

Slingshot seeks an Insights Associate to help lead the secondary research and quantitative analysis associated with the impact study process. The Insights Associate will also aggregate insights across impact studies to identify common success factors and best practices that lead to the greatest outcomes for individual poverty-fighting domains. This role reports to the Insights Manager and is responsible for conducting research and benefit-cost analyses for multiple poverty-fighting organizations at a time. The Insights Associate will also have responsibilities to help further enhance Slingshot's research and analytical capabilities.

Responsibilities

- Participate in impact study meetings with organizations
- Manage the secondary research to identify evidence-based best practices and validated benefits associated with various poverty-fighting programs and services
- Maintain and enhance a repository of high-quality, poverty-fighting research
- Perform the quantitative analysis to monetize a diverse set of poverty-fighting benefits that enable the development of poverty-fighting benefit-cost ratios
- Visualize quantitative trends observed over multiple years and numerous organizations
- Coordinate with the impact team to share insights from best practices research and benefit-cost analyses
- Identify themes and practices across all of Slingshot's impact studies, research, and analysis that are relevant for all organizations seeking to address similar social challenges
- Develop and maintain resources and tools that provide previously unavailable insights that can help empower poverty-fighting stakeholders to be more effective
- Assist with identifying opportunities for greater impact that empower poverty-fighting organizations to improve their effectiveness

Qualifications

- Personal interest in alleviating poverty, innovating new solutions, and building equity
- Strong self-awareness, emotional intelligence, and desire to continually improve
- Extensive experience conducting secondary research to make decisions or reach conclusions and performing quantitative analyses that inform decision-making
- Exceptional ability to synthesize vast amounts of information into the most critical points and to combine disparate or conflicting evidence into pragmatic conclusions
- Strong organization skills to effectively manage multiple workstreams and the capacity to aggregate insights across workstreams to identify common themes and trends
- Effective collaboration skills and the ability to work effectively with a team
- Demonstrated rigor and quality of work, including excellent attention to detail
- Bachelor's Degree and relevant postgraduate degree required
- At least 5 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 "Insights Associate" 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.