

## Program Evaluation & Improvement Associate

**Applicable work experience:** 5+ years

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

**Minimum salary:** \$70,000

### Slingshot Memphis

Slingshot Memphis is a nonprofit professional services firm that is revolutionizing poverty-fighting effectiveness. Our analytical and outcomes-driven approaches help ensure people experiencing poverty receive the most effective interventions to enable them to thrive.

Unlike business, medicine, and many other sectors that have established, objective processes for measuring outcomes, the poverty-fighting ecosystem hasn't developed these same standards. This has made it nearly impossible to know which programs and services most effectively reduce the social and economic gaps in Memphis, TN. Slingshot has addressed this by developing a new, standardized methodology to measure poverty-fighting effectiveness.

Slingshot's services lines (program evaluation & improvement, philanthropic allocation advisory, and social impact projects) help us achieve three primary objectives in order to realize our mission:

1. Equip decision-makers with the insights and tools to make more evidence-based decisions
2. Increase the allocation of financial resources to the most effective poverty-fighting efforts
3. Improve the effectiveness and outcomes of poverty-fighting efforts

Each of our service lines is enabled by the knowledge and insights derived from our proprietary poverty-fighting impact studies. These are 3–5 month projects with poverty-fighting organizations to evaluate their effectiveness and measure their impact. The results of the impact studies identify opportunities that can enhance the outcomes poverty-fighting organizations create for their participants, help philanthropists identify nonprofits that are best positioned to achieve their desired objectives, and identify the root causes that decision-makers need to address to see lasting change.

### Program Evaluation & Improvement Associate

Slingshot seeks exceptional critical thinkers to help evaluate and improve the effectiveness and outcomes of poverty-fighting organizations. The Associate will manage several types of engagements with multiple organizations at a time. These engagements include conducting impact studies and identifying opportunities for greater impact, providing ongoing thought partnership to support efforts to be more effective, and contributing to technical assistance projects to help design and implement enhancements. The role will also support the continual improvement of Slingshot's methodology, processes, and impact.

## **Responsibilities**

- Manage engagements simultaneously for several poverty-fighting organizations
- Conduct rigorous impact studies that consistently apply a proprietary methodology to evaluate and measure the poverty-fighting effectiveness of organizations
- Lead numerous meetings with leaders of poverty-fighting organizations to gather critical qualitative and quantitative information about their programs and efforts
- Assign impact results for each dimension of the impact study by synthesizing information gathered from interviews and applying insights from secondary research
- Identify and develop detailed opportunities for greater impact that empower poverty-fighting organizations to improve their effectiveness
- Establish strong relationships with leaders of poverty-fighting organizations and serve as a trusted advisor and thought partner to support their poverty-fighting impact
- Contribute to technical assistance projects that design and help organizations implement high-impact enhancements that improve poverty-fighting outcomes
- Create deliverables that communicate the poverty-fighting impact of an organization and the associated research and evidence that substantiate the impact
- Participate in strategic and organizational initiatives beyond nonprofit engagements

## **Qualifications**

- Personal interest in alleviating poverty, innovating new solutions, and building equity
- Strong self-awareness and desire to receive feedback and continually improve
- Exceptional relationship management skills that incorporate advanced emotional intelligence, empathy, and the ability to work with diverse personalities
- Experience facilitating meetings and collecting and analyzing qualitative data
- Effective collaboration skills and the ability to work effectively with a team
- Strong organization skills to efficiently and effectively manage multiple workstreams
- Experience applying secondary research and quantitative analysis to make decisions
- Demonstrated rigor and quality of work, including excellent attention to detail
- Experience managing projects and/or participating in change management initiatives
- Bachelor's Degree and relevant postgraduate degree required
- At least 5 years of applicable full-time work experience

*If you are interested, but do not have all of the qualifications, we would like to hear from you.*

## **Application**

Send your resume and a brief statement of interest to [careers@slingshotmemphis.org](mailto:careers@slingshotmemphis.org) with "Evaluation & Improvement Associate" in the subject line. Your statement of interest should describe why you are interested in working with Slingshot and how you think this role would help you achieve your professional goals. Slingshot will follow up with selected applicants to schedule interviews. Slingshot is an equal opportunity employer.