

GROUP HEALTH FOUNDATION

position description

Director, Learning and Evaluation

Group Health Foundation, a groundbreaking 501(c)(4) philanthropic organization committed to shaping and accelerating efforts to improve health and health equity in the State of Washington, seeks a **Director, Learning and Evaluation** to join our growing team.

Fueled by Group Health Cooperative's legacy and \$1.8 billion in funds resulting from the acquisition of the Cooperative by Kaiser Permanente, we have an audacious goal: health equity in Washington State. We believe opportunities for health should be available to everyone, and we are dedicated to partnering with communities across the state to advance a shared vision for a vibrant, healthy future.

We hold equity as a core value and are committed to creating and supporting conditions where people of all communities, especially those experiencing social and economic injustice, can participate, prosper, and reach their full potential. We understand the impact of structural and social determinants of health, and recognize the wisdom and strengths that exist in communities, as we look to identify approaches that will foster health throughout the diverse landscape of Washington state.

Cultivating a diverse and inclusive staff and board of directors is essential to our work. **Applicants who represent the broad range of diversity and lived experiences in our communities are strongly encouraged to apply.**

To learn more about our work and values, please visit our [website](#).

POSITION SUMMARY

The **Director, Learning and Evaluation** is responsible for shaping and executing an early stage approach to evaluation and learning within the organization in support of its strategic initiatives across the state. In continual engagement with leadership, the Director will develop an emergent framework that will draw from the national research of, and regional experiences with, successful models for evaluation and community-centered learning.

The Director will help lead multiple, potentially large-scale projects that promote organizational learning and expand the knowledge base necessary to improve outcomes with communities across the state. From landscape mapping to equitable evaluation design, the Director will seek opportunities that leverage existing community assets and diverse, multi-cultural stakeholders to influence the Foundation's work. This exciting opportunity will inform evaluation priorities for the Foundation while being responsive and nimble in support of its next stage of growth.

The Foundation is committed to achieving impact through community-centered efforts, and the Director will bring a track record of success in evaluative learning, program design, and research analysis reflecting community perspectives. The selected candidate will be a self-starter who is

inspired by the mission of the Foundation and the opportunity to work in an open, collaborative culture.

In the coming year, the Foundation anticipates exciting growth and changes as we welcome a new CEO, build a highly committed and ambitious program team, engage community leaders across the state, and create the strategies that will translate our bold vision into action. As the inaugural team member leading our evaluation work, the Director will have a unique opportunity to contribute to the goals of the Foundation during a critical period of growth. Interest and passion for building new strategies and systems, growing a team, and working in a rapidly changing environment will be essential for success in this role.

The Director will report to the CEO in the near term but will likely report to someone else on the senior leadership team in the future.

PRIMARY RESPONSIBILITIES

- Engage community leaders and other stakeholders in the implementation of an evolving learning agenda and identification of future evaluation and research projects.
- Conduct literature reviews and background research, and synthesize and present findings, in response to learning questions.
- Shape the Foundation's evaluation capacity to strategically support the goals of the Foundation and its emerging grantmaking programs.
- Collaborate with sector and cross-sector partners to identify new learning opportunities and effective practices.
- Collect and analyze key external data and formative assessments to generate ideas and hypotheses to be tested through strategic initiatives and funded programs.
- Provide support and technical assistance to program partners in the design of equitable evaluation plans at a program or initiative level.
- Prepare research memos, briefs, reports, and presentations in a variety of formats to engage a diverse range of constituents (e.g., board members, community leaders, and partners).
- Identify and disseminate emerging trends in the sector, relevant case studies, and other topics of interest related to the Foundation's work.
- Build and maintain relationships with evaluation and academic partners, both regionally and nationally.
- Hire and mentor direct reports, delegating work effectively and holding team members to a high standard of excellence.

QUALIFICATIONS

- Commitment to equity and social justice, and an understanding of the needs of communities across the state.
- Significant experience leading and managing work in the field of learning and evaluation.
- Demonstrated commitment to community-based organizations and the nonprofit sector.
- Strong problem-solving and analytical skills, including the ability to assess situations, identify causes, gather and process relevant information, and generate solutions.

- Demonstrated ability to interact and develop relationships with individuals representing diverse perspectives and backgrounds, including community leaders and frontline stakeholders. A commitment to honoring the knowledge, expertise, and experience that exists in communities is essential.
- Demonstrated ability to translate research and theoretical knowledge into programmatic approaches and opportunities, including how to best use research and data to inform decision-making and strategic direction.
- Supervisory experience and a demonstrated ability to develop and lead others.
- Excellent project management and organizational skills with demonstrated success managing multiple projects and priorities in a team-based environment.
- Demonstrated ability to take initiative and contribute to the goals of a dynamic and growing organization.
- Entrepreneurial mindset and the ability to be flexible and responsive to evolving priorities.
- Proficiency in data management, including data collection and analysis, narrative reporting, and the use of graphs, charts, and other formats to present insights effectively.
- Proficiency with Microsoft Office (Outlook, Word, Excel, PowerPoint, and SharePoint) and Adobe (Acrobat DC). Experience with data visualization applications, like Tableau, is a bonus.
- Exceptional verbal and written communication skills, combined with the ability to listen effectively and authentically.
- Ability to participate in occasional meetings and events outside of core business hours, and to travel to locations across Washington state (estimated at 5-15% for this position).

COMPENSATION

In addition to a fun and flexible work culture, we attract, retain, and motivate exceptional people with a competitive and equitable compensation package. Salary ranges are set according to an explicit compensation policy, and relevant market data is analyzed when setting ranges for each position. Compensation for this position will be discussed with applicants during the interview process. We offer a comprehensive benefits package that includes medical/dental/vision for the employee and dependent children (covered at 90%), a 10% retirement contribution, generous and flexible paid time off, paid parental leave, a fully subsidized transit pass, and support for professional development.

TO APPLY

Please submit your resume and a cover letter expressing your specific interests through our [applicant portal](#). You will receive an automatic acknowledgement of your application once you submit your materials and can expect monthly updates from the Foundation while the search process is underway.

We will review applications on a rolling basis as they are submitted, with priority given to applications submitted by **February 20, 2018**. Applications will be accepted and reviewed until the position is filled. If the position is visible on our website, it remains open.

Thanks for your interest in being a part of Group Health Foundation!