



JOB DESCRIPTION

Title: Learning and Evaluation Director

Location: Remote, Flexible

Position: Full-time

Reports to: Director of Learning Initiatives

Compensation and Benefits: \$104,550 per year non-negotiable. Benefits package includes: 100% premium paid health, dental and vision insurance coverage for you and your family (if applicable). Short and Long term disability, Life and AD&D insurance, Wellness Reimbursement and Work From Home reimbursement accounts, opportunity to participate in our 401K plan with 3% matching contribution. 12 paid holidays, 9 sick days and vacation at an accrual rate of 15 days per year for the first two years.

THE OPPORTUNITY

Thousand Currents is in the process of finalizing its Learning and Evaluation framework that will help track our learnings, assessments and impact of our programs, aligned with our Strategic Direction 2023-2025.



The Learning and Evaluation Director arrives at an exciting juncture to lead Thousand Currents' learning, evaluation and knowledge management agenda, and assist in planning and refining our learning strategies and practices. The Director is a leader who will lead and refine ongoing implementation, including set up and conducting training of other staff members, of our Learning and Evaluation Framework.

The Director is action-oriented and a relationship builder who will be able to work across all departments of Thousand Currents. They/she/he will manage all learning and evaluation-related activities, including data management and analysis for the assessment of our Strategic Direction, and the impact our movement partners have in advancing systems change, in a manner consistent with Thousand Currents' mission, values and guiding principles.

We are a dynamic, values-based global organization of twenty-seven staff, in the midst of a period of significant growth in a rapidly evolving environment.

POSITION OVERVIEW

The Learning and Evaluation Director (L&E Director) will lead and manage our org-wide learning and evaluation systems, processes and activities.

They/she/he provides expertise and guidance for evaluation, measurement and other L&E-related activities to Thousand Currents staff members, with a goal of understanding the effectiveness of our program activities, demonstrating the impact, and informing strategic decision making.



The L&E Director oversees the implementation and refinement of our learning and evaluation framework, and updates our teams on refined or new practices. This position conducts ongoing research on systems for evaluation, data collection and analysis to find best alignment with our L&E framework needs. They/she/he facilitates and trains each team on usage of data management and reporting systems. The L&E Director contributes to Thousand Currents' culture of learning, inquiry, experimentation, and a commitment to learning from failures.

In collaboration with key staff members from the Global Programs Team (GPT), Philanthropic Partnerships Team (PPT), Operations, and Communications Team, the L&E Director will lead the coordination to synthesize lessons and findings of evaluations, harvest impact stories and data and other relevant assessments for internal and external learning purposes. The L&E Director will identify and attend key spaces to share, exchange and influence funders' spaces on learning and evaluation practices in philanthropy.

The Learning and Evaluation Director brings to this role a strong commitment to human rights and social justice and ensuring that Thousand Currents' communications with donors and other stakeholders is consistent with our [Organization's Values](#), [Fundraising Vision](#) and with the [Association of Fundraising Professionals Code of Ethics](#).



KEY ROLES AND FUNCTIONS

Lead the Management and Implementation of Learning and Evaluation Systems and Practices (40%)

- Manage and refine learning and evaluation systems and practices, including, but not limited to data management, software selection and data analysis, according to our Learning and Evaluation Framework
- Review and refine on a regular basis our Learning and Evaluation Framework, based on what we're learning
- Work with each team - Global Programs Team (GPT), Philanthropic Partnerships Team (PPT), Communications, and Operations Team to support implementation and technical assistance to align systems and processes with our Learning and Evaluation Framework
- In collaboration with the Learning and Evaluation Manager, build capacity and train staff members to integrate learning and evaluation practices into their overall work (planning, implementation and reflection)
- Facilitate engagement and expand Thousand Currents' network with learning and evaluation researchers, practitioners, peer funds and aligned research centers to exchange our learning and evaluation practices, lessons and challenges

Data Analysis & Outcomes Harvesting (35%)

- Lead, coordinate and support internal Outcomes Harvesting projects to get historical lessons and reflections of Thousand Currents trajectory in supporting movement partners and influencing the philanthropic sector
- Co-design and innovate research and learning projects to document and share Thousand Currents' historical lessons with philanthropic sector
- Synthesize findings for internal and external sharing, as well as to improve our learning and evaluation practices



- Collaborate on special projects to improve data collection, management, accessibility and/or sharing within our organization
- Work with relevant Global Programs team (GPT) members on data analysis projects from grantmaking and reporting impact
- Work with our Philanthropic Partnerships team (PPT) members on building learning and evaluation processes within their donor education activities, including the Academy
- Support any archival projects to systematize Thousand Currents' history and lessons

Lead the external thought leadership on Learning and Evaluation Systems and Practices (15%)

- Participate and represent Thousand Currents in the Learning and Evaluation committee of the funders' collaborative, CLIMA Fund, including their monthly meetings and annual retreats to exchange and learn with CLIMA Fund members on L&E systems and practices
- Lead, attend and participate in session submissions at learning-oriented conferences, workshops, and/or webinars in philanthropy that offer opportunities to share and exchange L&E practices
- Participate in funders' calls/events where thought leadership on L&E is required and useful to share
- Contribute to the discourse of L&E frameworks, practices and processes with peers in philanthropy, as needed

Participate in organization-wide learning, cross-program partnership and administrative efficiency (10%)

Along with all other staff, this position contributes to Thousand Currents' culture of teamwork and continuous learning and does what it takes to ensure that Thousand Currents staff collaborate and support each other



within and across programs and excel in an environment where every member takes care of their own basic administrative needs. This includes but is not limited to:

- Showing up fully for learning and planning activities, including staff meetings, retreats, trainings, planning and strategy sessions;
- Pitching in when needed for organization-wide activities, such as the Thousand Currents Academy, annual events, fundraising drives, partner visits etc.;
- Supervising and project management of relevant volunteers and interns, and ensuring that they have a positive learning experience at Thousand Currents; and
- Managing your own regular administration, including timely submission of receipts, reimbursement requests, scheduling, travel planning, filing HR paperwork etc.

Note: Thousand Currents is committed to responding flexibly to changing circumstances and priorities which means that the expectations of every position are dynamic. This description reflects the assignment of essential functions, but does not proscribe or restrict the tasks that may be assigned.

Qualifications and Experience

- In-depth knowledge and is abreast of learning and evaluation literature, particularly feminist MEL and/or indigenous-rooted research methodologies and is able to integrate this knowledge across the work; must possess understanding of learning and evaluation frameworks
- Understands the importance of relationship and trust building as pillars of good learning practices





- An organizational learning and effectiveness orientation, with a track record of developing and implementing processes that advance rigor and learning across an organization or team.
- Excellent planning and organizational skills with high attention to detail, accuracy, protocol and deadlines.
- Strong project management experience; able to simultaneously facilitate the work of multiple teams.
- Excellent written and oral communication skills; ability to distill and explain complex concepts.
- Experience working collaboratively with others across an organization; strong training skills and/or experience in staff capacity building.
- Flexibility, creativity and the ability to contribute at both strategic and tactical levels.
- A personal style characterized by humility, self-awareness, accessibility, intellectual curiosity and a genuine team orientation; must be a self-starter who is largely self-sufficient in terms of administrative support.

Required

- Minimum of 7 years of experience working within high impact, data-driven social sector or philanthropic organizations
- Demonstrated experience in mixed-methods, applied research or evaluation
- Experience partnering with social justice and movement formations, especially in the global south. Strong preference for people who come from the communities we partner with across Latin America, Africa, and Asia.

COMPENSATION, BENEFITS AND EXPERIENCE:



This is a full-time, exempt, salaried position. The starting salary for this position is \$104,550. Thousand Currents practices a non-negotiable salary policy to foster pay equity. Our benefits include 100% employer paid health insurance premiums, partner/child coverage, a health reimbursement arrangement, sick and vacation leave, flexible holidays, and internal systems that engender a culture of mutual accountability to personal ecology, transparency, open communication, and opportunities for professional, personal, and leadership development.

The successful candidate must have the capacity and willingness to undertake occasional travel.

HOW TO APPLY:

Please submit a substantive letter of interest (one page) and resume jobs@thousandcurrents.org with “Learning and Evaluation Director” in the subject line by **February 20th, 2023**. Early applications are welcome and encouraged. Due to the volume of applications, we will only contact applicants who are moving to the interview rounds for writing samples and additional information.

EQUAL OPPORTUNITY:

Thousand Currents is an equal opportunity employer. As a global organization, we recognize the importance of our staff reflecting the communities our work aims to benefit. We encourage and seek applications from women, people of color, and bilingual and bicultural individuals, as well



Thousand Currents

Collective Power, Collective Change

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as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical condition including acquired immune deficiency syndrome (AIDS) and AIDS-related conditions.

