



## ***About Virginia G. Piper Charitable Trust***

Honoring the legacy of Virginia Galvin Piper, Virginia G. Piper Charitable Trust supports organizations that enrich health, well-being, and opportunity for the people of Maricopa County, Arizona. The Trust concentrates its efforts in six areas: Arts and Culture, Children, Education, Healthcare and Medical Research, Older Adults, and Religious Organizations. Learn more at: [www.pipertrust.org](http://www.pipertrust.org).

## ***Director of Strategic Learning, Research and Evaluation***

### ***Role Summary***

In order to achieve a deep understanding of community needs in Maricopa County, learn from efforts to meet those needs, and identify solutions to improve results, the Director of Strategic Learning, Research, and Evaluation is a critical colleague who brings creative expertise and a commitment to strengthen the Trust's work. The Director supports organizational learning and plays a leadership role in knowledge generation and synthesis.

### ***Position Summary***

The ***Director of Strategic Learning, Research, and Evaluation*** leads the Trust's learning and knowledge management agenda to assess the impact of its work and to assist in planning and refining its grantmaking strategies. Reporting to the Vice President of Programs, the Director of Strategic Learning, Research, and Evaluation provides expertise and guidance for mission-oriented planning, research, and evaluation-related activities. She/he works collaboratively with leadership, program, communications, and research/evaluation staff in designing and developing measures, metrics, rubrics, and data systems. The Director of Strategic Learning, Research, and Evaluation also serves as a credible, articulate spokesperson for learning and analysis, contributing to the dissemination of insights about Piper Trust's work to internal and external stakeholders, including leadership, program staff, and grantee partners.

### ***Specific Areas of Responsibility:***

#### **General**

- Drive the Trust's learning and knowledge management agendas, including evaluation and research activities.
- Provide internal leadership to advise and support the Vice President of Programs and President/CEO.
- Serve as a partner with other Trust staff in developing and maintaining an open, supportive, and inquisitive environment of close collaboration.

- Foster an appreciation and culture of continuous learning and drive process and program improvements that incorporate knowledge gained through inquiry, measurement, evaluation, and monitoring of the Trust's work.
- Build relationships to ensure that measurement and learning is helpful to staff and grantees.
- Supervise and mentor research and evaluation officer.
- Represent the Trust by maintaining collegial relationships with external evaluators and evaluation staff from other foundations, nonprofits, and public entities.

### **Advancing Depth of Understanding**

- Drive data gathering and synthesis for strategic use in grantmaking efforts.
- Develop systems to analyze, synthesize, and extract lessons from a variety of data sources to promote higher-level learning among Trust staff and inform potential future efforts.
- Build a knowledge base in the strategic areas of the Trust's work and proactively seek knowledge that best serves the community.
- Keep abreast of trends and changes in areas of interest to the Trust's work as well as evaluation advancements and learning organizations.
- Act as a research partner to inform staff efforts that increase impact and assist staff in incorporating findings into practice.
- Provide information and technical assistance for staff or others in the analysis and interpretation of information, assessment results, evaluations, and other indicators used in formation of organizational efforts, processes, and grantmaking strategies.
- Identify and utilize advisors to provide expertise and technical guidance to the Trust's evaluation and learning work as well as oversee and ensure quality of evaluation grants and contracts.

### **Advancing Learning as Strategy**

- Create, cultivate, and facilitate an organizational learning agenda that helps advance the Trust's mission, practices, and results.
- Create a framework for evaluating progress against the goals and initiatives of strategies to learn from results and inform ongoing strategy refinement.
- Lead the development and implementation of policies on measurement and evaluation.
- Work with staff to develop the evaluation questions to be answered for a grant or initiative and a corresponding evaluation strategy to answer those questions.
- Work closely with program staff as a resource to ensure new grants are structured in alignment with the evaluation framework.

### **Achieving Impact**

- Contribute a strong evaluation and impact planning perspective to all strategy development, grantmaking and initiative reviews, and application discussions.
- Provide technical assistance and support to grantees to help strengthen their capacity to practice integrated planning, learning, and evaluation.
- Work with Director of Grants Management to devise appropriate knowledge management platforms and performance monitoring dashboards.
- Summarize and report impact of grants on recipients and communities and impact of aggregate grants against overall program goals.

### **Sharing Knowledge**

- Work with Director of Communications to identify and report on learnings relevant to the Trust's work, including program and initiative results and impacts, internally and externally to the broader community.
- Work with staff to develop strategies to disseminate evaluation results.
- Disseminate information about initiative performance and evaluation findings at relevant local and national conferences.
- Assist staff and advise in gathering data and generating statistics for reports, presentations, and meetings.
- Document the Trust's learning journey.

### ***Qualifications and Experience***

Ph.D. preferred or equivalent education and work history and a preferred minimum of 10 years direct experience in evaluation design and implementation. Experience working in philanthropic, nonprofit, or public systems is a plus.

### **The successful candidate must demonstrate:**

- A deep commitment to the mission and values of Piper Trust.
- Accurate and current knowledge about trends, movements, and social impact work to stimulate appropriate evaluation directions.
- Mastery of both qualitative and quantitative evaluation methods and a demonstrated ability to create and implement new learning and evaluation approaches.
- Strong background in designing, implementing, and managing a broad range of applied evaluation tools, methodologies, and techniques.
- Aptitude for gathering, analyzing, and synthesizing complex data sets.
- Strong team orientation and ability to work collaboratively and effectively with peers in joint and shared efforts.
- High tolerance for ambiguity and the ability to adapt quickly to change.
- Effective project-management skills and capacity to perform effectively under pressure when faced with multiple time-sensitive priorities.
- Excellent writing and public speaking, including the ability to clearly communicate the analysis and interpretation of research findings and to present assessment data and learning to a wide range of audiences in a credible and influential way.
- Excellent judgement, integrity, and quality standards.
- Ability to meet deadlines within designated timeframes and demonstrated resourcefulness in setting priorities.
- Strong organizational skills and ability to effectively supervise others.
- Commitment to pursuing professional development opportunities; continuously build knowledge and skills.

### ***Miscellaneous***

The Director of Strategic Learning, Research and Evaluation is a professional, full-time, exempt position; salary is competitive and commensurate with experience. The Trust also provides a comprehensive health benefits and retirement package. A pre-employment background check is conducted by the Trust and a 90-day introductory period is observed for all positions.

**How to Apply:** View on-line job description at: <http://pipertrust.org/about-us/employment-opportunities>  
Email a cover letter, resume, and contact information for three professional references as a single Word or PDF document to: [employment@pipertrust.org](mailto:employment@pipertrust.org).