

Vice President of Programs and Impact

Job Description

The Vice President of Programs and Impact will play a crucial role in developing, supporting and implementing strong, research-based, innovative and effective early learning and out-of-school time programs across the Carole Robertson Center for Learning. The VP, Programs and Impact will help elevate the profile of the Carole Robertson Center for Learning by ensuring that the organization has the systems and tools that will identify and capture the depth and breadth of impact on the lives of the children and families we serve, while also supporting the day-to-day leadership who has oversight of our programs and evaluation.

The VP, Programs and Impact has deep knowledge and experience in child and family development, impact measurement and evaluation, specific to the social sector, and possesses experience in utilizing a broad range of both quantitative and qualitative tools and methods for analysis. He or she understands human-centered design and enthusiastically works with our teams to creatively develop new ways of implementing latest practices and collecting impact data and measuring the effectiveness of programs. This position will represent the breadth and depth of our programs to a variety of stakeholders, including funders, city/state officials, and Board of Directors.

He or she is very self-directed and self-motivate, an active problem-solver, and demonstrates a desire to try new and improved ways to enhance our center-based early learning, Family Childcare Network, home visiting and out-of-school time programs for youth. The VP, Program and Impact is a strong, organized leader who helps set and guide the strategic direction of program and impact across the the Center. He/She is comfortable seeking the right resources and information to answer complex questions with both rigor and elegance. The VP, Programs and Impact also has a keen eye for design and storytelling and is inspired by the opportunity to influence the social sector through everything we learn about measuring and managing toward impact through design.

This position reports to the CEO

Job Duties

- Manage both the operations and impact sides of the Center's programs and services—looking for growth and improvement opportunities
- Design strategic direction for programmatic excellence and impact
- Develop systems, tools, and processes that execute CRCL's impact framework within each program area, specifically for both quantitative and qualitative data collection and analysis (experience in using web-analytics software and survey tools is a plus.)

- Manage, coordinate, and execute the collection of impact data from CRCL program teams, partner organizations, and stakeholders, providing support for timely, accurate, and consistent reporting
- Analyze, synthesize, and produce key insights that can easily inform multiple audiences across CRCL—from key leadership (e.g. Executive Team, Board Members) to our wide network of supporters via storytelling media and platforms
- Collaborate with Partnership and Development Teams to identify insights, strengthen evidence to inspire storytelling, and cultivate relationships with key partners
- Craft measurement frameworks that can be used for impact evaluations of our programs
- Work collaboratively across sister departments to garner new resources and investments for the Center
- Represent the Center at stakeholder meetings and events as needed and directed by the CEO
- Supervise the following positions: Sr. Director of Center-Based Learning; Director of Community-Based Partners; Director of Mental Health/Socio-emotional Learning; Director of Learning and Evaluation; and Director of Social Service, and work to create and maintain a high performing, rigorous program and impact team
- Develop departmental budgets and monitor on monthly and annual basis across all programs and services
- Measure progress against short and long-term program and impact objectives, and develop plans for continuous improvement
- Work across program team staff to ensure compliance, monitoring and accreditation are maintained, and the highest recognitions are secured
- Ensure that the Center is positioned as a high quality, impactful organization and is recognized as such by various stakeholders, in collaboration with other members of the executive team and CEO
- Present at necessary events and meeting as needed or required

Qualifications

- Masters' degree in program evaluation, policy analysis, statistics or related social science field is required, Ph.D in child development, evaluation or education preferred.
- A minimum of five years of full-time work experience in leadership, program, research, and evaluation in family child care, center-based early learning and home visiting
- Possesses strong analytical, evaluation design, and methodological skills, and utilizes a broad range of quantitative and qualitative approaches to communicate a rigorous, yet compelling story about CRCL's impact
- Strategic thinker who can apply research to practice in a variety of settings
- Strong cultural competence and ability to adjust modalities based on community and cultural contexts
- Experience in training, technical assistance, and program/systems design and measurement

- Demonstrated understanding in innovation, impact and growing and scaling programs from good to great to exemplar
- Experience in survey methodology and monitoring social or environmental outcomes in a development context
- Alignment with vision and mission of the organization
- Ability to facilitate the process of turning impact data into meaningful stories for the organization
- Excellent communication and writing skills, with a keen ability to synthesize and present complex data in a simple, compelling, meaningful way (ability to produce data visualization is a plus)
- Demonstrates a zeal for design thinking and utilizes multiple practices and mindsets of human-centered design, such as prototyping solutions and embracing ambiguity
- Brings a positive mindset and attitude that continuously pushes the organization to accomplish its mission