



Director of Data and Impact

ABOUT THE ORGANIZATION

A Better Chicago is a venture philanthropy that invests in the most promising nonprofits helping children escape poverty. We're a supercharger. We have provided more than \$65 million in unrestricted funding and management support to help the nonprofits in our portfolio grow. Our donors want to make pivotal, well researched investments that lift the outlook for our city.

We believe that education is the best route out of poverty. But too many Chicago children, particularly on the South and West Sides, lack the resources to learn and thrive. In order to succeed, they need programs that support their academic and social growth, while keeping them safe and meeting their essential needs.

While traditional philanthropies focus on established nonprofits, A Better Chicago aims to find and nurture promising early initiatives, or ones just beyond that stage that are on the cusp of expansion. Often, they are run by local leaders who live or grew up in the communities they serve. We employ a venture capital approach: We raise money from donors who want to maximize their impact, and we invest in innovative youth-serving nonprofits that have the potential to expand exponentially. We vet them rigorously before investing, and our continued support depends on them meeting mutually agreed milestones. As with a venture capital fund, our goal is for our investments to eventually flourish without us. We provide unrestricted funding, renewed annually based on performance. We also provide ongoing guidance and resources to help nonprofits grow. This includes funding or in-kind support for specific needs, such as strategic planning, marketing and communications, executive development or hiring. Our administrative expenses are covered by our board, ensuring that every donor dollar is deployed to the nonprofits we support.

When founded in 2010, A Better Chicago was modeled after a venture capital fund that could build a more equitable city by breaking the cycle of generational poverty. Chicago is one of the most segregated large cities in America: One in four children here lives in poverty, with Black and Latinx youth on the city's South and West sides most affected. Three in four Chicago Public Schools students rely on schools for their primary source for meals.

A Better Chicago's mission is to fight poverty through opportunity, creating an on-ramp for youth to the middle class. As of 2023, A Better Chicago's investment portfolio includes 28 nonprofits that support children from cradle to career.

Key elements of A Better Chicago's model include:

- **Rigorous due diligence:** A Better Chicago carefully screens organizations and only funds those that have strong leadership, a compelling program model and a demonstrated commitment to outcomes measurement.
- **Adding value:** It takes more than just money. A Better Chicago provides strategic support in areas like business planning, executive search and leadership development—all of which are critical to building strong organizations and achieving meaningful outcomes.

- **Results:** A Better Chicago's team works tirelessly so that every dollar raised has the maximum possible impact. The organization openly shares its performance because it believes in accountability. It's part of how A Better Chicago is transforming philanthropy.
- **100% impact:** A Better Chicago's board of directors and leadership council cover all of our administrative costs, so 100 percent of all donations are supporting our portfolio of outstanding nonprofits.

Since launching in 2010, A Better Chicago has made compelling progress:

- Raised over \$65 million to invest in Chicago's most effective nonprofits.
- Built a board, leadership council, impact council and high-performing staff.
- Reviewed close to 1000 organizations and built a portfolio of 28 high-performing organizations.
- Developed partnerships with leading professional services firms to help grantees tackle their most pressing strategic and operational challenges.
- Created an Emergency Relief Fund that has invested nearly \$2.5 million to support 47 local initiatives during the COVID19 pandemic.
- Launched and implemented the \$7.5M Chicago Design Challenge to accelerate learning recovery and address the mental health challenges of youth most affected by the pandemic.

OUR COMMITMENT TO RACIAL EQUITY

A Better Chicago is committed to advancing racial equity and ensuring Chicago youth are economically mobile and thriving in education, career, and life. Given this nation's longstanding history of systemic inequity, we focus our efforts on funding and scaling ideas that expand opportunities for Black and Latinx youth, with particular emphasis on those ideas coming directly from the communities we serve. Our commitment is reflected in our strategic investment priorities, as well as our business operations, as we work to measure the impact of our portfolio investments, staffing, and contracting.

We are devoted to aligning our policies, practices, and resources to foster equitable opportunity for all. As we continue in our mission to build a Chicago where low-income, Black, and Latinx youth can thrive, we are also dedicated to building an anti-racist organization in which all of our stakeholders feel empowered to learn about and dismantle barriers to opportunity. We know this work is complex, but our commitment is durable, and we intend to be an active and engaged participant in the necessary work to elevate solutions for creating a more just and equitable world.

For more information, please visit www.abetterchicago.org.

ABOUT THE POSITION

A Better Chicago aspires to raise the bar on analytic rigor in philanthropy and for our brand to connote excellence to those we fund and those who aspire to be part of our portfolio. The Director of Impact and Innovation will lead organizational efforts to strategically deploy internal, externally sourced, and publicly available data. The successful candidate will work across the organization to build an integrated set of systems that enable ABC staff, portfolio organizations, and the board to use data and analytics to improve daily decision-making and long-term planning. This person will develop and lead the implementation of a data strategy that facilitates data-driven investment decisions, monitors the aggregate impact of the portfolio, and prepares data

for use in external publications. This is a critical role for A Better Chicago and represents a unique opportunity to join an entrepreneurial organization making a profound impact on the Chicago region.

Specific responsibilities include, but are not limited to:

Organizational Leadership

- The Director of Impact and Innovation works in partnership with senior leadership to develop an organizational learning agenda. They will create and pursue a prioritized set of evaluation, impact, and performance questions and establish a plan to deepen work on this over time.
- Serves as an internal expert and thought partner to program staff on project and portfolio-level impact assessment.
- Supervises and collaborates with Data and Impact Associate to review, refine, and implement ABC's impact measurement approach and synthesize programmatic and operational data.
- Leads A Better Chicago's goal-setting and progress measurement.
- Oversees ongoing development and maintenance of the Youth Opportunity Dashboard, a data tool recently developed by A Better Chicago that tracks critical youth outcomes across Chicago. Serves as main point of contact for inquiries pertaining to the Dashboard.
- Conducts landscape analyses to inform ABC's strategic priorities and contextualizes impact.
- Advances External Relations efforts by developing and maintaining industry relationships and providing data for key collateral and events.
- Documents and shares aspects of A Better Chicago's data capacity and impact results more broadly, as appropriate (e.g. providing content for social media posts, white papers, etc.)

Data and Analytics

- Supports a culture of data-informed decision-making:
 - Provides capacity, expertise and insight to grow A Better Chicago's portfolio through new investments, supporting the comprehensive review of potential candidate organizations.
 - Leads work to assess candidates' programmatic outcomes and youth impact, including developing data requests, estimating comparison benchmark(s) using external sources, performing social ROI analyses, and analyzing third-party evaluations and academic studies.
 - Establishes benchmark outcomes produced by candidate and grantee organizations with those of similar nonprofits, as well as relevant city, state and national statistics.
 - Provides capacity, expertise and insight to advance investment strategy, grantee support, and stakeholder engagement.
 - Reassesses grantee outcomes annually; provide perspective on performance to inform renewal decisions and grantee-specific performance targets.
- Develops and implements organization-wide metrics to continuously measure the grantee organization's progress against its strategic priorities.
- Conducts analysis and produces reports and presentations for use by staff and partners to translate data into easy-to-understand, actionable reports.
- Leads the design and adoption of databases and software applications for data analysis and visualization.
- Provides direct support to grantee organizations on the development and/or refinement of data collection and impact measurement tools and practices, as needed.
- Provides training and coaching to grantees and staff on the development of outcomes metrics aligned with theories of change, data collection strategies, and basic data analytics.

- Enhances the sophistication and utility of A Better Chicago’s existing analytical toolkit and impact-related capacities, including Improvements to ROI (model, aggregations, and visualizations), visual analysis of gaps/need across the landscape.
- Develops and maintains a warehouse of external sources for benchmarking grantee performance.
- Actively engages in sector happenings (via relevant communities, events, publications, etc.) to inform a perspective on best practices and impact measurement; continually source and mine for relevant external sources of publicly available data.
- Shapes organizational investments in data/analytics tools to advance our work plan.

CANDIDATE REQUIREMENTS

The ideal candidate may bring experience from the private, public, and/or nonprofit sectors. A Better Chicago is considering candidates with the following qualifications:

- Deep commitment to A Better Chicago’s mission to invest and scale up high-performing nonprofit organizations that are creating opportunities for low-income Chicagoans to break cycles of poverty.
- Bachelor’s degree required. Advanced degree in quantitative social sciences strongly preferred.
- 5+ years of work experience in program evaluation, data analytics and visualization
- Experience performing quantitative analysis using original data collection and publicly available datasets.
- Proficiency in Microsoft Office Suite applications (i.e., Outlook, Word, Excel, PowerPoint specifically), web-based applications and databases.
- Experience with data analytics and data visualization tools such as Tableau, Python, R or PowerBI.
- Excellent verbal and written communication skills; has the ability to explain complex concepts to diverse audiences including boards of directors and senior-level leadership teams.
- Demonstrated leadership in establishing a team vision and strategy and operationally executing this by focusing on resource allocation, staffing, and training.
- Excellent understanding of the nonprofit sector (specifically K-12 education, college access/success, early childhood education, social-emotional learning, and/or careers/workforce development), program evaluation methodologies, relevant data sources, and evaluation service providers
- Outstanding analytical skills, including statistical analysis, benchmarking, and database management; demonstrated ability to quickly assess situations, identify trends, and develop solutions.
- Successful track record of building strong, collaborative relationships, both within an organization and with external parties (e.g. staff, grantees, partners, supporters).
- Embodiment of A Better Chicago’s core values: sense of possibility, results, team and integrity. Sense of humor. Enormous respect for A Better Chicago’s grantees, funders and partners.
- Self-motivated and able to work independently. Must be honest, dependable and able to meet deadlines.
- Presentation, storytelling, and project management skills.
- Demonstrated commitment and track record of excellence across A Better Chicago’s values:
 - **Courage:** *We proactively step up to challenges, make tough decisions and act decisively. We say what we believe, even if it’s unpopular*
 - **Empathy:** *We respect and seek to understand a diverse range of perspectives from our teammates, partners and the communities we serve*
 - **Judgment:** *We make wise decisions despite ambiguity. We cut through noise to focus on the most important issues*

- **Drive:** We bring an ownership mindset and hold ourselves accountable to delivering results. We have a bias toward action
- **Innovation:** We develop creative solutions that enable us to overcome obstacles and achieve more for Chicago's youth
- **Stretch:** We get better every day through feedback, reflection and growth
- **Self-awareness:** We work to understand our abilities, our growth opportunities and the impact of our actions on others
- **Positive attitude:** We bring energy, optimism and a sense of possibility to our work, especially in difficult times
- **Teamwork:** We support our colleagues to be their best. We work collaboratively to solve problems. We put our team above ourselves

COMPENSATION AND BENEFITS

A Better Chicago offers an excellent benefits package, which includes:

- Salary range starts at \$120,000
- Medical, dental and vision insurance
- Short-term and long-term disability insurance
- 401K plan with company contribution
- Significant paid time off, including three weeks of vacation, five sick days and 15 days off for public holidays and office closure
- Hybrid work environment – 2 days in office per week

APPLICATIONS DUE BY: May 26th, 2023

TARGETED START DATE: Late June 2023

LOCATION: Chicago, IL

TO APPLY, SEND COVER LETTER AND RESUME TO: CAREERS@ABETTERCHICAGO.ORG

A Better Chicago is an equal opportunity employer and welcomes candidates from diverse backgrounds.