

Impact and Learning Senior Manager

About the Organization

Canal Alliance is a nonprofit champion of immigrants who are challenged by a lack of resources and an unfamiliar environment. Every day, we educate, empower, support, and partner with motivated immigrants to best meet all their unique needs—from putting food on the table, to becoming American citizens, to learning English, to graduating from college.

Position Summary

The Impact and Learning Senior Manager will report directly to the CEO and will work closely with Program Directors to provide vision and leadership to Canal Alliance on impact and performance. Canal Alliance created a Theory of Change and an impact framework to define and measure the impact of our programs. The Impact and Learning Senior Manager will play a crucial role in implementing the learning agenda to support organizational change as well as learning.

The Impact and Learning Senior Manager has knowledge and experience in impact measurement and evaluation and possesses experience in utilizing a broad range of both quantitative and qualitative tools and methods for analysis. She/he will implement and oversee efforts to track, measure, analyze and report on our strategies to break the cycle of poverty. This position will also provide thought partnership regarding impact and assessment to the Leadership Team.

Essential Functions

- Develop tools and processes to support the implementation of the impact framework within each program area.
- Manage, coordinate, and execute the collection of impact data from programs and provide support to program teams for timely, accurate, and consistent reporting.
- Analyze, synthesize, and produce key insights that can easily inform multiple audiences across the organization.
- Serve as a bridge between Directors and IT Consultants to identify functional gaps in the technical infrastructure and ensure high quality data collection, analysis and reporting.
- Provide strategic systems analysis and make recommendations that facilitate effective oversight and decision making processes.
- Develop and document policies and procedures pertaining to learning and impact.

Other Responsibilities

- Other duties and special projects as assigned by supervisor

91 Larkspur Street
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415-454-2640

Canalalliance.org

Education and Experience

- College degree in social science, economics, business administration or related field of study
- Minimum four years of related experience and/or training; or equivalent combination of education and experience.
- Minimum two years working in a non-profit

Qualifications- Skills, Knowledge

- Salesforce experience.
- Expertise in program evaluation, data analysis, program design and implementation.
- Knowledge and understanding of qualitative and quantitative research/evaluation methodologies and strong analytical skills.
- Ability to interpret complex data for stakeholders who have differing levels of familiarity with data.
- Excellent project management skills and a commitment to facilitation and collaboration.
- Ability to think strategically, creatively problem solve, exercise good judgment and lead change
- Bilingual in Spanish and English (*preferred*)

Compensation

This is a full-time, exempt position with benefits. We offer a competitive salary with a benefits package that includes 3 weeks paid vacation a year, 12 days of sick leave a year and 100% paid employee medical & dental insurance as well as long term disability and an employee assistance program. In addition, there are 15 paid holidays annually, a 403(b)-retirement plan and a Flex cafeteria plan.

Canal Alliance Equity and Inclusion Statement

Canal Alliance actively promotes and recognizes principles of fairness, equity, and social justice in relation to, and across, intersections of race, age, color, national origin, ethnicity, citizenship, sex, sexual orientation, gender identity, gender expression, religion, disability, ancestry and all other identities represented among our diverse employees.

By appreciating the importance of inclusion, we acknowledge that the collective and individual talents, skills, and perspectives of our staff foster a culture of belonging, safety, collaborative practice, innovation, and mutual respect. Canal Alliance is committed to the transformation of attitudes and systems that deprive any person or group of these principals.

Application Process

Please email your resume and cover letter to HR@canalalliance.org. Only electronic applications will be accepted. (Keep it green!) Please indicate "**Impact and Learning Senior Manager– YOUR NAME**" in the subject line of your email.

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