



ACLS Leading Edge Fellowship

Position Title:	Outcome and Evaluation Manager
Organization:	Zora's House
Location:	Columbus, OH (In Person)
Stipend:	\$66,000 in year one, \$70,000 in year two, plus health insurance, \$3,500 per year in professional development funding, and up to \$5,000 for relocation costs
Start Date:	September 2023

ORGANIZATION DESCRIPTION

[Zora's House](#) is a coworking space and leadership incubator located in Columbus, OH that is designed to catalyze and support the dreams that women of color have for themselves, their families, and their communities. Through community building efforts, shared space, and programming, Zora's House works to dismantle barriers of systemic racism and sexism, and to ensure the full participation of women of color in the civic, economic, and cultural life of our community. As one of the very few nonprofits created, led, and shaped by women of color, Zora's House offers a long-overdue space for women of color to share their ideas, develop their leadership abilities, build skills, and work towards their creative dreams – all from a place of authenticity and wholeness.

POSITION DESCRIPTION

Since its founding in 2018, Zora's House has helped over 3,000 women of color to connect with mental health resources; navigate job losses and other COVID-19 related transitions; incubate businesses; and activate their leadership in their families, neighborhoods, and workplaces. Building on this foundation, over the next two years, Zora's House will be engaged in a 6 million dollar comprehensive campaign to expand into a 10,000 square foot, 5 million community hub that will serve as a center for innovation, empowerment, and community change created by and centering women of color; and invest 1.5 million dollars in critical capacity building funds to expand staffing, increase the reach of our high-impact programs and services, and ensure future financial sustainability for Zora's House.

In support of these efforts, the Outcome and Evaluation Manager is an exciting new role that will be central to our organization's commitment to measure program effectiveness. It presents an exciting opportunity to dive into vast amounts of data and help Zora's House tell the amazing story of impact in our community. The ideal candidate will approach the work from a holistic viewpoint of how programs are uniquely tied to impact, and the best ways to introduce synergies between operations and measurement. The Outcome and Evaluation Manager will drive evaluation efforts at Zora's House to a new level of sophistication, developing and implementing new opportunities to build knowledge and evidence with an eye toward long-term growth, sustainability, and program refinement.

The ideal candidate will have experience with research, analyzing qualitative data and basic quantitative data, and creating evaluation tools such as surveys, focus groups, etc. and will have support from Zora's House staff in transitioning these skills into a non-profit setting. Experience engaging in racial justice and gender equity efforts is a plus. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

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You may *not* contact the host institution to inquire about this position.

- Work with the CEO and Program Manager to develop and iterate key impact frameworks and metrics for our programs and organization (i.e. help find the best way to measure the “magic” of Zora’s House).
- Engage with staff throughout the organization to understand their evaluation and data needs.
- Create and implement data collection instruments, such as surveys and questionnaires, as well as focus groups and interviews; and create or amend existing tools to better align with desired program outcomes.
- Develop helpful and meaningful data analysis and reports that capture programmatic progress, key performance indicators and outcomes for internal and external stakeholders.
- Work with communications and development teams to transform data points into compelling stories that educate and inspire our stakeholders.
- Actively contribute to the implementation of organizational strategic goals and objectives; help advance the mission and values of Zora’s House.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- You have an inquisitive mind that loves data and explaining why and how things work!
- When conducting evaluations, your communication and interpersonal skills would make you a winner with staff, program participants, and stakeholders.
- You are familiar with designing and executing common data collection methods, including surveys, interviews, and focus groups; and can perform basic quantitative data analysis (i.e. proficient in Excel) and interpretation.
- You view this role as an exciting opportunity to dive into vast amounts of quantitative data and help Zora’s House tell the amazing story of impact in our community.
- Most importantly, you’re passionate about our mission and what you don’t know, you're willing to learn!

APPLICATIONS

- Information on the Leading Edge Fellowship Program: <https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships>
- All applications must be submitted through the ACLS Online Fellowship Application System (ofa.acls.org).
- Application deadline: 9:00pm EST, March 15, 2023.

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