The Center for Hope and Healing (CHH) is a dynamic non-profit organization dedicated to ending sexual violence. We are a multicultural organization whose mission is grounded in antiracism, social justice and to addressing the forms of oppressions that enable violence. We focus on the healing and empowerment of survivors of sexual violence through counseling, trauma-informed advocacy, and to the prevention of sexual violence through community mobilization and education.

Position Summary:

The Data, Impact and Strategy Manager (DISM) will be responsible for improving our organization’s core services and impact through evaluation and data management efforts. Contributing to data-informed continuous quality improvement across the organization’s programs, the DISM will be responsible for working collaboratively with our leadership team and staff to create a data-driven culture that reaches the communities our mission desires to reach. CHH is looking for an experienced, mature, data and strategy leader to develop and implement the organization’s data, impact and strategic plan. The DISM will have responsibility for the ongoing development and implementation of CHH’s data and strategic plan by working closely with senior leadership and all team internally.

Travel and onsite work: The role will use with a hybrid model of at least two days onsite in Lowell and occasionally more.

**PRINCIPAL DUTIES AND RESPONSIBILITIES:**

- Lead the development and implementation of a new strategy and data committee as part of the agency’s Leadership Team

Develop and manage program data and evaluations, tools, and systems to collect, analyze, and interpret continuous learning and quality improvement efforts.

- Support in assembling data for reports, grant requests, including proposals, budgets and presentations.

- Work closely with the Finance Department to gather information necessary to report to funders on grant programs.

- Support program managers with tools and information required to successfully lead their respective programs.

- Assist with the development of new ways to explore, report, and interpret quantitative and qualitative information.

- Actively engaged in program monitoring to identify best performance and quality improvement practices.

- Manages information infrastructure to support organizational evaluation efforts.

- Ensure that data is collected on a timely basis, regular reports and information on progress are distributed to make recommendations for future improvements based on the data.

- Foster dissemination and insights to inform best practices in trauma, survivor and youth services

- Provide clear and concise presentations to help drive data-driven decision making.

- Revise and update surveys and instruments needed to ensure most accurate programmatic outcomes for all aspects of programs and services.
Research best practices for continued programmatic growth.

- Define value of good data management and analytics and promote this to the wider team/function heads for broad buy-in
- Provide senior management with data analysis and reporting to inform effective decision-making
- Identify innovative ways of using data to meet CHH strategic aims
- Introduce frameworks, processes and practices to provide accurate, reliable and actionable data insights
- Build role as a cross-functional data champion to help create and maintain a datacentric culture
- Raise standards in the management of data, defining and monitoring these standards
- Provide training to relevant staff to support the capture, maintenance and analysis of data
- Build, maintain and monitor relevant systems and platforms

MINIMUM QUALIFICATIONS:

- Master’s Degree or Bachelor’s with a minimum of five years’ experience working in strategic planning and/or data management in nonprofit environment.
- Experience with violence prevention and public health data reporting.
- Proficient in MS Office, and/or other data management systems.
- Strong interpersonal communication and public speaking skills.
- Ability to focus on tactical projects with strong strategic thinking and analytical skills.
- Ability to analyze and work with antiracist and inclusive practice.
- Embraces a strong multicultural and inclusive team working environment.
- Able to work independently with strong time management and critical thinking skills.

To Apply
Salary is commensurate with experience, including a competitive compensation and benefits package. CHH is an equal opportunity employer with an inclusive work environment. Women, survivors, people of color, LGBQ/T individuals, and people with disabilities are encouraged to apply.