Learning + Evaluation Manager
San Francisco, CA

About Tipping Point
Tipping Point’s mission is to break the cycle of poverty for people in the Bay Area who don’t have the resources to meet their basic needs. Since 2005, Tipping Point has raised more than $260 million for early childhood, education, employment, and housing solutions in the region. Our board covers 100% of our operating costs, so every dollar donated goes where it’s needed most. Last year, we helped more than 20,000 people connect to opportunities that break the cycle of poverty. Visit [www.tippingpoint.org](http://www.tippingpoint.org) to learn more.

Tipping Point’s core values are at the heart of everything we do and we look for individuals who share our commitments:

- **We are one community.** We believe that the responsibility for fighting poverty belongs to all of us.
- **We serve.** Our approach is humble and respectful. We exist to meet the needs of others.
- **We celebrate generosity.** Every gift counts, whether big or small.
- **We get results.** We are relentless in the pursuit of our goals. We hold ourselves and each other accountable.
- **We are always learning.** We are risk takers. We commit to facing our challenges as we support solutions that last.

Position overview
We are seeking a Learning + Evaluation Manager to support Tipping Point in understanding and addressing problems and creating solutions to reduce Bay Area poverty. The Learning + Evaluation Manager will have considerable knowledge in applied research, evaluation, and data analysis methods and experience with the social sector. The successful candidate will use this knowledge and experience to work with Tipping Point’s Program Team and grantees in order to increase Tipping Point and grantee effectiveness, inform grantmaking, and promote policy change. The ideal candidate has experience or expertise in one or more of Tipping Point’s four issues areas (Education, Employment, Housing and Early Childhood).

The Learning + Evaluation Manager will sit on the Impact Team and report to the Learning + Evaluation Director.

What will you do?

**Learning**
- Manage projects associated with Tipping Point’s research and learning agendas; for these projects, oversee external partners and researchers; determines scope, deadlines and outcomes.
- Work with the portfolio-specific Senior Program Officer, leverage findings from the research and learning projects to inform grantmaking and policy change efforts.

**Evaluation**
- Measure grantee and portfolio performance, capacity building efforts, and policy changes for one or two of Tipping Point’s portfolio areas.
- Provide high-quality analytical support and thought partnership to Tipping Point’s Program Team on learning and evaluation issues, such as applied research, performance measurement and data analysis. Reviews and analyzes grantee and due diligence materials; attend grantee meetings.
- In partnership with the Capacity Building Team, provide high-quality support to grantees.
• Develop portfolio-specific metrics to track grantee performance; find and/or develop comparable metrics at other organizations to measure the extent of grantee success.
• In collaboration with the Data Analytics Manager, analyze grantee performance and portfolio-specific datasets.

Research
• With the Learning + Evaluation Director, coordinate studies, pilots and experiments to test solutions to problems surrounding Bay Area poverty and Tipping Point’s issue areas. Research promising programs, solutions to emerging needs, and relevant legislation.
• Conduct analyses using a variety of statistical, graphical and analytical tools.

Communications
• Serve as a resource for Tipping Point’s communications efforts; provide information on grantee activities, Tipping Point’s investments, and Bay Area poverty.
• Present information to external audiences through talks, blog posts, and case studies as needed.

All other duties as assigned.

Note: We are a dynamic organization in a rapidly changing industry. Therefore, the responsibilities associated with this position will change from time to time in accordance with Tipping Point’s needs. More specifically, the Learning + Evaluation Manager may be required to perform additional and/or different responsibilities from those set forth above.

Who are you?
• You have at least 7 years of work experience, with a focus on research, evaluation and/or capacity building in the social-sector.
• You have experience tackling social-sector issues using a mix of quantitative and qualitative research and analysis techniques to assess impact and promote continuous improvement.
• You have a demonstrated commitment to diversity, equity and inclusion particularly as it relates to evaluation, grantmaking and organizational culture.
• You have advanced quantitative skills and the ability to analyze and synthesize data; aptitude or experience with statistical, spreadsheet, survey, graphical tools.
• You have an intellectual curiosity; strong analytical and critical thinking skills and the ability to balance multiple, often competing priorities.
• You are an effective communicator. You tailor communication, both written and spoken, to meet the needs of various stakeholders and actively listen to others’ perspectives.
• You excel at building relationships. You have a demonstrated ability to build and manage relationships across internal teams and with external partners.
• You are a resourceful self-starter. You have the ability to work and complete tasks independently.
• You are passionate. You are committed to Tipping Point’s mission and values and will operate with the highest degree of integrity in representing the organization.

Salary + Classification
Tipping Point is committed to paying competitive wages. In an effort to increase equity, because we know that salary negotiations tend to have an unfair bias, we do not participate in a salary negotiation process for any candidate. We will make our best offer, and it will be the same regardless of the candidate. The annual starting salary for the Learning + Evaluation Manager role is $130,000. This position meets the exemption requirements as defined by state and federal law. Exempt employees are paid on a salaried basis, and their salary is intended to constitute their entire regular compensation, regardless of the number of hours they work; therefore, exempt employees are not eligible for overtime pay.
Apply now!
We are proud to be an Equal Employment Opportunity company. We do not discriminate based on race, religion, color, national origin, gender (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics. Tipping Point will consider qualified applicants with arrest or conviction records for employment in a manner consistent with the requirements of the San Francisco Fair Chance Ordinance.