



Inspiring all girls  
to be strong,  
smart, and bold

**Girls Inc.**  
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Indianapolis, IN, 46202

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[girlsinc.org](http://girlsinc.org)

## Girls Inc. JOB POSTING

**Position Title:** Director of Measurement Strategy  
**Department:** Research & Evaluation  
**Responsible to:** Director of Research & Evaluation  
**Location:** National Resource Center, Indianapolis, IN  
**FLSA Status:** Exempt

**Background:** Girls Inc. is a national nonprofit organization that inspires all girls to be strong, smart, and bold. Our comprehensive approach to whole girl development equips girls to navigate gender, economic and social barriers and to grow up healthy, educated and independent. These positive outcomes are achieved through three core elements: **people** – trained staff and volunteers who build lasting, mentoring relationships; **environment** – girls-only, physically and emotionally safe, where there is a sisterhood of support, high expectations, and mutual respect; and **programming** – research-based, hands-on and minds on, age-appropriate, meeting the needs of today’s girls.

**Departmental Role:** The Girls Inc. Research and Evaluation department provides the data-driven insights to ensure that, locally and nationally, Girls Inc. is known as the experts on girls. Our team produces informational products to assist in telling the story of “Why Girls Inc.?” and how The Girls Inc. Experience contributes to the lives of girls, volunteers, and staff. We lead national conversations about girls and their development, providing research and information to address knowledge gaps in girls’ development, and to inform programming, public policy, and advocacy efforts for the Girls Inc. network.

**Position Summary:** The Director of Measurement Strategy manages the strategies, technologies, and data products key to the Girls Inc. Strong, Smart, and Bold Outcomes Measurement Strategy (SSBOMS). The Director develops data strategy and governance that meet national and local needs; leads data collection and outcome measurement operations; and provides support and thought partnership to Director of Research & Evaluation to develop organizational and network planning.

### **Principal Responsibilities:**

#### *Outcomes Measurement Technologies*

- Provides professional, technical, and administrative leadership for a key Girls Inc. data collection initiative and its technology system -- the Girls Inc. Strong, Smart, and Bold Outcomes Measurement Strategy (SSBOMS)
- Formalizes data definitions, business requirements, and tracking standards central to the Girls Inc. SSBOMS, specifically for the Community Solutions Data Warehouse (CSDW) and Trax;
- Defines quality assurance protocols for all SSBOMS data, and works with other R&E staff to ensure the quality of data and products prior to release

- Manages planning, design, building, testing and deployment of CSDW;
- Develops and manages communication and tracking strategies for affiliates as they onboard and train on the Trax system
- Serves as primary business liaison to nFocus Solutions technology vendor, and oversees vendor development, affiliate and national staff roll-out, and use of Trax and Girls Inc. CSDW to align with Strategic Planning goals

#### Project Management (ongoing)

- Creates and manages timelines for development and enhancements of SSBOMS and other Trax-based data collection and reporting systems
- Creates systems and processes to maximize the utility of the Trax system for affiliates and to minimize user data-entry error; trains national and local staff on processes
- Performs quality assurance testing of data collection and reporting systems and identifies issues or areas for improvement
- Manages contracts for these technologies, ensuring quality vendor service and deliverables are met

#### Measurement and Data Strategy

- Develops and manages process flows and procedures for delivery of SSBOMS data and reports
- Creates strategies to promote a data-driven culture with local affiliates and Girls Inc. national staff
- Proactively provides consultation and technical assistance to National and Affiliate staff on measurement as needed
- Strategizes across information collection and storage systems (Trax, Salesforce, etc.) to maximize efficient use of data
- Ensures delivery of high quality data products and service to local Girls Inc. affiliates
- Co-leads a national measurement advisory committee of national and local Girls Inc. staff to assist with the advancement of the Girls Inc. annual data collection efforts, including the annual affiliate survey and the SSBOMS
- Assesses national staff informational and data needs and works with R&E and technology vendor to augment existing or to develop new data system functions to support these needs
- Provides technical support to aid in the identification and development of research-based measures relating to organizational priorities, including testing and validating measures in conjunction with other R&E staff
- Provides support and thought partnership to Director of Research & Evaluation and other Girls Inc. leadership in developing organizational and Girls Inc. network planning

#### Data Analysis and Reporting

- Analyzes data and trends and develops insights to benefit Girls Inc. mission
- Summarizes information; reports on progress toward organizational goals
- Is responsible for managing annual SSBOMS reporting process

#### Training

- Develops and delivers training on outcomes measurement, Trax, and the Girls Inc. SSBOMS strategy and processes

- Contributes to the development of training to enable Affiliates to establish, implement, and use data to increase the impact of their organization
- Educates and empowers Affiliate and National staff to use data to define and improve the Girls Inc. Experience
- Works with Girls Inc. affiliates and other Girls Inc. departments to develop and deliver data trainings to meet Girls Inc. needs

Other duties as assigned

**Qualifications:**

Education:

Master's Degree or higher in education, youth development, sociology, business administration statistics, data science, or related discipline

Skills:

- Strong project management skills
- Strong oral and written presentation skills
- Consultation and active listening skills
- Advanced proficiency in MS Excel and SPSS
- Strong data management skills
- Highly organized with good analytic skills
- Comfort and proficiency with databases
- Familiarity with TraxSolutions or other participant tracking software
- Experience working with data-related initiatives across multiple sites or within a federated organization

Other characteristics

- Is committed to the [Girls Inc. mission](#)
- Is able to work within teams as well as autonomously
- Shows proactivity and Initiative in advancing and supporting projects
- Is eager to learn and contribute
- Is flexible to change
- Is committed to the advancement of diversity and inclusion
- Is able to travel within the United States and Canada for site visits and data use/system consultation interviews

**Compensation:**

Commensurate with education, skills and experience, including the excellent Girls Inc. benefits package.

**How to apply:**

Qualified candidates should send resume with cover letter including your salary range/requirements to the link below by March 31, 2017. No phone calls, please.

<https://girlsinc.secure.force.com/recruiting/OpenPositionDetail?ph=9beca8fbe27d96bc0693ce539c0580fae5f67bb7c82f8e30ad839305e58d1649>

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