



ANNOUNCEMENT: Position Opening

PROGRAM DIRECTOR, IMPACT AND LEARNING (2 YEARS)

Location: Children & Youth Programs

Boston, MA

[Futures Without Violence](#) is a dynamic national organization that works to prevent and end violence against women and children in the United States and around the world. We seek a creative, energetic individual with an entrepreneurial spirit and a good sense of humor to join our team.

The Child and Youth Program provides national leadership on a multitude of issues pertaining to prevention and intervention strategies to reduce violence in the lives of children and youth. Current national programs include Promising Futures Without Violence, the Quality Improvement Center on Domestic Violence in Child Welfare and training and technical assistance to Head Start programs across the country.

OVERVIEW:

The Program Director of Impact and Learning will work closely with the Director of Children and Youth Programs to lead transformative practice and policy design that promotes and enables child wellbeing, healthy relationships and safe and thriving communities across the Children and Youth portfolio. The position provides thought leadership about the future direction of the Children and Youth portfolio and contributing independently and collaboratively to strategy, fundraising, program design and, evaluation. This is an exempt position not covered by the minimum wage and overtime provisions of the Fair Labor Standards Act (FLSA).

JOB RESPONSIBILITIES:

1. Works closely with Director of Children and Youth and the Children's team to create and implement an evaluation approach and strategy for all programmatic, policy and communications efforts related to child and youth programming beginning with leading a theory of change process for the Children's team portfolio;
2. Develops proposals in response to opportunities in the field and contributes to proposal ideas. Cultivates and maintains funder relationships in collaboration with the Director and President.
3. Oversee national evaluation of the Promising Futures initiative including: enabling the systematic use of outcome measures with the grantees, ongoing data analysis and evaluation related technical assistance.
4. Oversee national evaluation for the Quality Improvement Center on Domestic Violence and Child Welfare; this includes working in partnership with the University of Kansas School of Social Welfare and the University of Wisconsin Survey Center on three studies: implementation, outcomes, and cost.
5. Identify and partner with an economist to enhance the cost study.
6. Provides leadership to advance the field by generating new ideas and knowledge, networking and organizing, and integrating the strategic priorities and work of the Children and Youth program with other change agents (e.g. - funders, national organizations, interested parties, and partners) to amplify the impact of the Children's team's efforts;
7. Keeps current about the state of the field and leverages current science and knowledge to extrapolate actionable insights that enables breakthrough thinking and innovation in prevention work.

8. Leads planning of national meetings and grantee gatherings, advisory boards and working groups related to children and youth programs.
9. Write journal articles and other publications to disseminate actionable lessons learned from the work of the Children's team in service of field building in violence prevention work.

EXPERIENCE & SKILLS:

- An Advanced Degree in psychology, public health or social work, with a minimum of 10 years of experience in research and evaluation, program development, and management. PhD degree highly desired.
- Content expertise in violence prevention, child and adolescent development, applied biological and social science, oppression frameworks, leadership development, and expertise in program implementation, and evaluation.
- Experience working with child welfare policy and practice.
- Experience with knowledge management, innovation and organizational action learning.
- Experience with supervision, coaching staff, and team building.
- Proven project management, organizational, fiscal, and analytic skills to include administration of grant and contract-funded programs, budgeting and scheduling; adaptive and complex decision-making;
- Excellent oral and written communication skills, to include demonstrated public speaking and presentation skills, and writing for peer reviewed journals.
- Excellent interpersonal skills including the ability to make positive relationships with diverse groups of people, team build, support professional development of colleagues and supervisees, problem-solve, have difficult conversations when needed and resolve conflicts effectively;
- Demonstrated ability to take initiative and plan ahead while working cooperatively as a team member;
- Ability to work within a high-paced environment with competing demands while ensuring high-quality work by self and staff;
- Ability to travel frequently, sometimes more, sometimes less.

This position is a full-time exempt with a salary range of \$90-125,000/year, commensurate with experience and expertise. FUTURES offers a competitive benefits package.

To Apply: Please send resume and cover letter to Lonna Davis, ldavis@futureswithoutviolence.org

FUTURES welcomes applications from people of color, indigenous people, LGBTQ individuals, and other communities that have been marginalized and disproportionately impacted by violence and abuse. FUTURES maintains a diverse and dynamic workforce and is committed to providing equal employment opportunities (EEO) to all employees and applicants for employment and promotions without regard to race, color, religion, gender, sexual orientation, gender identity, marital status, veteran status, age, national origin, disability, or any other basis protected by federal, state or local law.