

## IMPACT ASSESSMENT ASSOCIATE

### About Slingshot Memphis

Slingshot Memphis is an independent assessor of poverty-fighting impact. Slingshot assesses the capabilities and measures the impact of nonprofits fighting poverty in Memphis to help them understand which interventions create the greatest benefits and identify opportunities to further enhance their impact.

Slingshot's mission is to create a demonstrable reduction in poverty by promoting a results-driven poverty-fighting ecosystem throughout our city. Slingshot partners with existing nonprofit organizations to assess their poverty-fighting impact and help slingshot them on a trajectory to create even greater impact. First, we help nonprofits understand their poverty-fighting capabilities and highest-impact interventions. Second, we identify opportunities for growth to help nonprofits enhance their capabilities and impact. Third, we directly invest and influence further investments to help scale high-impact interventions and address opportunities for growth.

The Slingshot Impact Assessment evaluates evidence across four dimensions of performance: benefit-cost analysis, use of best practices, measurement infrastructure, and systems-level change. The four dimensions are designed to be complementary, aimed at capturing the overall effectiveness of an organization in reducing poverty.

Slingshot currently works with a portfolio of 23 poverty-fighting nonprofits in Memphis across the following focus areas: early childhood and youth, education, jobs and economic security, and stabilization. Each year, Slingshot updates its assessment of all nonprofits in its portfolio and adds new nonprofits to its portfolio. Over the next three years Slingshot aims to add 30-50 nonprofit organizations to its portfolio.

A few organizations exist across the U.S. that share Slingshot's perspective for philanthropic investment, including the Robin Hood Foundation in New York City, Tipping Point in San Francisco, A Better Chicago, the Lever Fund in Washington DC, and the Constellation Fund in Minneapolis/St. Paul. Slingshot collaborates with these organizations and is unique in that we have developed our own proprietary framework for assessing poverty-fighting impact.

Slingshot is an equal opportunity employer.

### About the Impact Assessment Associate Role

Slingshot seeks an Associate to help conduct its poverty-fighting impact assessment process. This role reports to the Impact Assessment Manager and is responsible to manage the Slingshot Impact Assessment for approximately 3-5 nonprofits each quarter. This includes leading meetings with partner nonprofits, conducting research, documenting findings and insights, and determining the poverty-fighting impact of the nonprofit.

The Slingshot Impact Assessment (SIA) requires a 2-4 month process to gather information from a nonprofit, conduct the necessary research, create impact profiles to store the information and insights, assign ratings for each of the four dimensions, identify opportunities for growth, and create the associated deliverables. An Associate is responsible to lead the SIA for a specific nonprofit partner and serve as the point person for the nonprofit. The Associate is supported by one or more Analysts and is responsible to manage the assessment process and to ensure the quality of work for a given nonprofit partner, among other responsibilities.

### Responsibilities

- Manage the Slingshot Impact Assessment process for several nonprofit partners
- Prepare for and lead assessment meetings with nonprofits
- Conduct research on the social challenges addressed, practices used, and benefits created by nonprofits
- Synthesize information and meeting notes into an impact profile, which is a comprehensive repository of evidence that provides an accurate assessment of a nonprofit's poverty-fighting impact
- Present the evidence to enable Slingshot to assign a rating for each dimension and participate in identifying opportunities for growth
- Support the creation of deliverables that communicate the poverty-fighting impact of a nonprofit and the associated research and evidence
- Supervise Analysts to support the research and documentation for a SIA

### Requirements

- Passion for disruptive change and not settling for the status quo
- Personal interest in poverty alleviation and helping others
- Desire to help build a mission-driven organization, focusing on achieving needed outcomes and not just checking tasks off a list
- Exceptional emotional intelligence with a consistent track record of being empathetic and successfully working with diverse personalities
- Effective collaboration skills and the ability to coordinate and communicate across a team
- Seek constructive feedback and have a desire to continually improve
- Strong organization skills and the ability to efficiently and effectively manage multiple workstreams
- Demonstrated rigor and quality of work, including excellent attention to detail
- Relevant postgraduate degree and/or 3-5+ years of applicable work experience

### Compensation and Benefits

- Annual Salary Range: \$60,000 - \$90,000
- Slingshot offers a competitive benefit package

## Application

To apply, send your resume and a brief statement of interest to Jared Barnett at [careers@slingshotmemphis.org](mailto:careers@slingshotmemphis.org) with Assessment Associate in the subject line. Your statement of interest should describe why you are interested in working with Slingshot and how your skills and experience fit with the responsibilities for the role. Slingshot will follow up with selected applicants to schedule an interview, at which time professional and personal references will be requested.