About Us

Frontier Design is a strategy and innovation firm dedicated to solving social, political, and organizational challenges using the tools of design, systems thinking, and data analysis. We are a diverse group of change-makers and impact seekers with proven results serving a diverse set of clients including U.S. government, non-profits, academic institutions, philanthropic foundations, and private organizations. Since our founding in 2015, we have worked with over 40 organizations on a range of challenges including global peace, innovation in higher education and government, non-profit strategy, organizational development and re-design, measuring impact and enhancing team effectiveness. We are fast-paced, flexible, and adaptive, which gives our team the opportunity to innovate and co-create with vastly different clients who are all committed to constructive change and social impact.

Organizations call on us when they are ready to spark transformational change, challenge the status quo, break through organizational barriers, and creatively reframe their challenges into possibilities. Our work is founded on a “human-centered” approach that focuses on understanding an organization’s needs, fears, desires, concerns, and possibilities. Our project teams are comprised of diverse thinkers that combine the head and the heart; the analytical and the creative; the critical and the empathetic; the logical and the emotional. With a diverse portfolio of short and long-term consulting projects, our team members get exposure to many different clients, challenges, and team members across the globe.

While headquartered in Alexandria, VA, Frontier Design’s organizational construct is largely “virtual”, which offers us the opportunity to employ remarkable talent regardless of physical location. In the future, we plan to re-open our funky, modern office in Old Town, Alexandria. For now, we are working virtually serving clients across the globe.

About the Positions:

Frontier Design is seeking an experienced, senior-level advisor to lead our Monitoring, Evaluation and Learning portfolio. We are growing quickly and seek an experienced, analytic and proactive problem-solver who can collaborate well with creative thinkers and designers and can immediately jump into a variety of projects across Frontier’s diverse client base. New team members will hit the ground running to match our fast pace working collaboratively on project teams and independently on deliverables.

You will work directly with team members with different mindsets, superpowers and perspectives and clients with a variety of challenges spanning diverse consulting disciplines. These include, but aren’t limited to: design thinking; strategic planning; organizational design and change management; research and data analysis; facilitation and training; performance management; and process improvement. Successful candidates will be structured problem solvers who can turn big-picture client ideas into concrete, detailed and actionable processes or deliverables.

Frontier Senior MEL Advisor Job Responsibilities:

- Develop Monitoring, Evaluation, and Learning frameworks for clients across multiple industries and topics.
- Ability to design, operationalize, and implement MEL research projects.
- Adjust and right-size MEL approaches and solutions based on client needs and capacity.
- Design and conduct qualitative and quantitative data collection and analysis.
- Design and implement surveys using multiple software platforms.
● Conduct statistical analysis using tools like Stata or R.
● Communicate findings and learnings compellingly and visually for different audiences.
● Maintain and implement MEL best practices internally and externally.
● Work closely with a team using human-centered design problem solving to inform user-centered MEL design and implementation.
● Support and manage multiple projects running concurrently, including leading teams and managing personnel.

**Type of positions:** Full-time and Part-Time available

**Compensation:** Competitive salary and benefits commensurate with experience and education.

**Required Skillsets and Mindsets:**
- Bachelor’s degree from an accredited college or university in a relevant field.
- Ability to work and stretch skills outside of your comfort zone.
- Demonstrated Monitoring, Evaluation, and Learning experience designing and implementing various types of mixed-methods evaluations.
- Strong quantitative and analytical skills, including statistics, sampling methodologies, statistical analysis software, data collection / synthesis/, and data validation.
- Experience in designing Theory of Change / logical frameworks.
- Understanding of best practices in experimental design concepts.
- Proven ability to use empathy and others' perspectives to creatively frame engagements and surface possible solutions.
- Well-organized, attentive to detail, and able to handle multiple tasks simultaneously.
- Ability to problem-solve complex issues using strong analytical skills and proactively anticipate work requirements with minimal supervision.
- Experience developing and overseeing implementation of MEL plans, processes, and products from design to dissemination preferred.
- Excellent oral and written communication skills.
- Comfortable with public speaking.
- Experience with project management and leading projects.
- Capable of producing thorough, high-quality work within a tight timeframe.
- Excellent interpersonal skills and ability to work with a geographically and culturally diverse range of stakeholders from various industries.
- Ability to develop effective working relationships with key internal and external contacts.
- Must be a U.S. Citizen

If you wish to explore employment opportunities with us, please submit your resume to: christina@fdg-llc.com. To find out more about Frontier Design please visit www.imaginefrontier.com.