

Senior Analyst, Impact + Learning (Education)
San Francisco, CA



About Tipping Point Community

Tipping Point fights poverty in the Bay Area. We screen non-profits rigorously to identify and invest in the most effective education, employment, housing, and early-childhood organizations. Once in our portfolio, Tipping Point grantees have access to unrestricted funds and risk capital, and receive assistance in critical areas like communications, strategy, legal services, and technology. In addition, Tipping Point looks for opportunities to partner with the public sector to leverage its impact for the common good. Since 2005, Tipping Point has raised more than \$150 million and helped put 23,000 people on the path out of poverty in the last year alone. Our Board covers 100% of our operating costs, so every dollar donated goes where it's needed most.

Our Values

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.

To learn more and subscribe to our newsletter, please visit our website at www.tippingpoint.org.

Impact + Learning Team Overview

Tipping Point's Impact + Learning (I+L) Team applies a data-driven approach as we oversee all efforts to measure, analyze, report, and improve our impact and that of our grantees. We help our colleagues and stakeholders at Tipping Point understand the extent of poverty and develop solutions for reducing it. We communicate technical concepts and findings to a range of audiences in compelling and easily digestible manners.

Position Overview

In order to expand its reach and offerings, the I+L team is seeking an exceptional Senior Analyst, Impact + Learning, (Education).

This position is ideal for a data analyst and quantitative thinker who seeks to apply ideas to real-world issues affecting poverty. The ideal candidate may also be well versed in educational programs and policies from pre-kindergarten to post-secondary, and is passionate about leveraging investments in education to change the landscape of poverty and philanthropic giving in the Bay Area. The role will work closely with Tipping Point's Education Program Officers to assess grantee performance and measure progress against Tipping Point's education portfolio strategy. This is a newly created position and will report to the Senior Director of Impact + Learning.

Major areas of work include:

- **Capacity building:** Work with Tipping Point's education grantees to develop or enhance monitoring and evaluation systems, ultimately to build data-driven cultures
- **Data analytics:** Collect, organize, clean, then analyze quantitative and qualitative data to unlock insights in order to improve programs, services, and public policies
- **Research + project management:** Oversee projects – small and large – to help better understand the extent to which education-related interventions lead to gains in educational achievement and success

Responsibilities

Partner with Tipping Point's Education Program Officers and grantees to measure organizational effectiveness and increase our collective impact

- Work closely with Tipping Point's Education Program Officers to assess and understand grantee and portfolio performance and track Tipping Point's progress against our portfolio strategy
- Consult with Tipping Point colleagues and grantees on impact-related issues; integrate analytical tools to track key metrics, leverage findings in order to improve service delivery
- Assess grantee monitoring and evaluation needs; diagnose issues and advocate for management assistance; provide direct technical assistance and conduct or support evaluations, as needed

Build and leverage poverty-related expertise to drive initiatives and propose solutions

- Analyze data sets (e.g., grantee performance; publicly available data, etc.), asking the right questions in order to address issues raised by stakeholders, such as Program Officers or Board members
- Use a variety of analytical tools, such as statistical, graphical, and data science software, to answer questions related to poverty alleviation, grade-level proficiency, college graduation, etc.
- Analyze the impact of Tipping Point's investments, changes to policies and programs, etc.

Explore innovative ideas to alleviate poverty

- Research and better understand programs that may reduce poverty or increase educational achievement
- Work with Tipping Point colleagues as well as academic, government, and corporate partners to carry out research that addresses the extent to which these interventions lead to poverty reduction

Qualifications

While we encourage exceptional candidates of any background to apply, there are some common traits among those that have thrived on the I + L team. Those applicants have:

- Advanced quantitative skills and the ability to analyze and synthesize data; aptitude or experience with statistical and graphical tools, like Stata, R and Tableau, etc.
- Knack for building relationships and working collaboratively across an organization
- Demonstrated initiative and the ability to self-direct multiple, overlapping projects
- History of delivering high-quality work on short deadlines
- Entrepreneurial spirit that embraces innovation and adaptability
- Intellectual curiosity; dedication to excellence and strong attention to detail
- Sense of humor, enthusiasm, and patience
- Persuasive communication skills with the ability to relay complex ideas to non-technical audiences
- Commitment to diversity, equity, and inclusion, as well as Tipping Point's mission and values
- Bachelor's degree or on-the-job experience; those with advanced degrees are highly encouraged to apply

Nice to have

- Experience tackling social-sector and education issues using data
- Two years of experience working as an analyst, data scientist, and/or evaluator; those with recent advanced degrees but without work experience should describe relevant projects
- A strong portfolio of data skills: statistical, graphical, data science (e.g., Python), CRM, spreadsheet, survey
- Familiarity with evaluation approaches like random assignment, quasi-experimental, and qualitative methods

Salary and Benefits

Tipping Point offers a competitive salary, commensurate with experience and skills, and excellent benefits.

How to Apply

Please submit a brief cover letter explaining your interest in Tipping Point, how you found out about this opportunity, and what excites you about the role. Email a PDF file of your cover letter and resume to recruiting@tippingpoint.org. Please write your name and the title for this position ("Your Name – Senior Analyst, Impact + Learning, (Education)") in the subject line of your email. Tipping Point will not consider incomplete applications.

Tipping Point is an equal opportunity employer and welcomes a diverse candidate pool.