



**TIPPING POINT
COMMUNITY**

Senior Analyst, Strategic Initiatives

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.

Position Overview

Tipping Point seeks a Senior Analyst, Strategic Initiatives, focused on data analysis with a passion for changing the landscape of poverty and philanthropic giving in the Bay Area. This is a newly created position and will report to the Senior Director of Impact and Learning. Focused on special initiatives, currently the Chronic Homelessness and Child Welfare initiatives, this role will help Tipping Point expand its impact and knowledge base by providing analytical support to Tipping Point staff, partners, grantees, and Board.

The major area of work for this position is strategic initiatives project management:

- Analyze data to unlock insights and improve programs, services, and public policies
- Work with Tipping Point staff and partner organizations, including a third-party evaluator, to develop and/or enhance monitoring and evaluation systems
- Create written materials including policy/research briefs and slide deck presentations
- Oversee specific research items and/or projects to help better understand the extent to which certain interventions lead to reductions in homelessness and poverty
- Collect and summarize qualitative data through key informant and client interviews; synthesize key themes and present findings
- Coordinate, collaborate and partner with multiple stakeholders to advance Tipping Point initiatives, including the Chronic Homelessness Initiative and Child Welfare Initiative. Support tracking and analysis of key metrics; develop a dashboard of metrics
- Research best practices, current programs and policies

Qualifications

While we encourage exceptional candidates of any background to apply, there are some common traits among those that have thrived on Impact + Learning team. These include:

- Advanced quantitative skills and the ability to analyze and synthesize data
- 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 encouraged to apply

Nice to haves

- Experience tackling social-sector 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
- Ability to quickly and efficiently analyze and synthesize data, and communicate results and complex ideas to non-technical audiences
- Proficiency in tools for gathering, analyzing and managing data: statistical (e.g., Stata, R, etc.), graphics (e.g., PowerPoint, Tableau), CRM (e.g., Salesforce); aptitude to learn tools quickly

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, Strategic Initiatives") 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.