POSITION DESCRIPTION

Senior Director of Impact

About Tipping Point

Our mission is to advance the most promising poverty-fighting solutions so one day everyone in the Bay Area has an opportunity to prosper. Since 2005, Tipping Point has invested over $350 million in the community to support organizations, advance policies, and develop new ideas to increase economic opportunity. Annually, our investments funded life-changing services in housing, early childhood, education, and employment for more than 100,000 of our neighbors across the Bay Area. Our Board covers 100% of our operating costs, so every dollar donated goes where it’s needed most. Visit www.tippingpoint.org to learn more.

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 cultivate community because we know we are more powerful together.
- We practice gratitude.
- We hold ourselves accountable to achieving impact for and with the communities we serve.
- We relentlessly pursue equity because one’s background and identities should not predetermine one’s opportunities.

Our Approach

- Find + Fund the most promising poverty-fighting solutions in the Bay Area
- Partner + Strengthen organizations and their leaders to increase impact
- Investigate + Change the policies and conditions that hold poverty in place

Position Overview

The Senior Director of Impact leads the in-house team responsible for (1) measuring the impact of all programs and initiatives; (2) facilitating learning and defining new ways of making change; and (3) creating new actionable knowledge. The Senior Director will help to realize a new vision that serves three key functions:

1. **Evaluation** of Tipping Point’s programmatic efforts through the following questions:
   - Is poverty being reduced in the Bay Area?
   - Are grantees reducing poverty for the individuals they serve?
   - Are Tipping Point’s portfolio strategies effective in meeting the target outcomes we’ve set?
   - Are grantees better off because of Tipping Point’s support?

**Research and learning** about potential solutions to poverty within each, across all, and beyond the four portfolio issue areas to inform our investment opportunities and deepen our collective learning about how to improve outcomes and reduce poverty in the Bay Area. This includes staying up-to-date on external research and learnings that may be applicable to our impact strategy.
2. **Testing** of innovative new programs, services, and products to create and share new ideas and knowledge with the field and the public and inform future and ongoing investments and initiatives.

We will look at **individual impact, organizational impact** and **systems change** to hold Tipping Point accountable towards achieving our goals.

The Senior Director of Impact reports to the Chief Program Officer and manages a team of four researchers, evaluators, and analysts.

**Responsibilities**

- Define, integrate, and execute on key functions of the Impact team
  - Develop and implement a clear strategy to integrate the three key impact functions - evaluation, research, and testing – with a keen understanding of how the team can best support programmatic and policy work.
  - Articulate a vision for how each of the three components support each other to provide continuous learning, identifying opportunities to adapt current structures and approaches.
  - Serve as a senior leader on the Program team and advisor to the Chief Program Officer, collaborating with colleagues to ensure data informed and high-quality work in all programmatic investments spanning direct service, organizational capacity building and systems changes.

- Lead within a new integrated team model and structure
  - Realize leadership’s vision of an integrated Impact team that directly aligns with and informs Tipping Point’s core programmatic activities.
  - Determine the appropriate team structure, defining and shifting roles as necessary, facilitating smooth transitions, and coaching individual team members in the transition process.
  - Oversee the organization’s research agenda: strengthen and codify processes for selecting, managing and executing projects; lead the process for determining, selecting, and sequencing projects, determining methodology, and engaging external partners as needed.
  - Build and execute systems to thoroughly and efficiently vet decisions and ensure they are driven and informed by the experience of directly affected individuals.
  - Strengthen evaluation efforts by implementing new holistic impact strategy, measuring effectiveness of Tipping Point, its model, and its investments.
  - Determine the most effective and impactful way to test new solutions, informed by community need and aligned with overall impact goals.

- Serve as internal expert and external spokesperson and storyteller
  - Inspire, engage, and build new stories that help create a sense of what is both true and possible in the fight against poverty in the Bay Area.
  - In partnership with communications, development, and other organizational colleagues, strengthen evidence to support storytelling and cultivate partnerships.
  - Translate analyses and synthesize knowledge to inform a range of audiences across the organization and the region.
Stay connected to the anti-poverty research community, grantees and other stakeholders to help inform and advance strategy

All other duties as assigned.

Qualifications

In addition to our core values, Tipping Point staff exhibit four core competencies: ability to be flexible in a constantly shifting environment, strong communication skills, ability to work well on a team, and ability to continuously problem solve in the face of challenges.

Additionally, the Senior Director of Impact must have:

- Seasoned track record relevant experience in research and evaluation, preferably with a focus that aligns with Tipping Point’s mission; substantial team management experience.
- Systems thinker with fluency in a broad range of research, evaluation and analytical methods and tools. Technical expertise in data, analysis, and identification of what works and doesn’t work, combined with deep understanding of the broad landscape of relevant systems and opportunities to create new knowledge and achievable solutions to poverty.
- Experience building and leading skilled, nimble teams in fast-moving environments. Successful experience leading people in an environment with competing goals and shifting priorities. Resourceful, tolerant of ambiguity, and able to create and translate high-level goals into clear project plans and means for tracking progress.
- Exceptional communication skills. Experience crafting and tailoring messages for different stakeholders, building powerful narratives to advance a mission, deepen partnerships, and raise broader public consciousness.
- Capacity to inspire and model an effective learning posture. A record of inspiring and inviting others to listen, learn, and share in mutual trust with grantee partners, informing and coordinating a range of efforts from grantmaking to research and policy agenda.
- Forward-looking strategic thinking. Ability to read emerging trends and contribute to the organizational vision and priorities.
- Ability to be highly adaptable and flexible, and approach work with an entrepreneurial spirit. Natural inclination toward learning, questioning assumptions, and fostering innovation.

Salary + Classification

Tipping Point is committed to paying competitive wages. In an effort to increase equity, because we know that salary negotiations tend to have an unfair bias, we do not participate in a salary negotiation process for any candidate. We will make our best offer, and it will be the same regardless of the candidate. The annual starting salary for the Senior Director of Impact role is $198,640. This position meets the exemption requirements as defined by state and federal law. Exempt employees are paid on a salaried basis, and their salary is intended to constitute their entire regular compensation, regardless of the number of hours they work; therefore, exempt employees are not eligible for overtime pay.

Hybrid Work Environment

Tipping Point is committed to the safety of our staff and to facilitating connection and community with one another. While we were remote for almost two years, we are a highly in-person culture and have moved into a hybrid work environment. While managers have some discretion over the schedule, teams are generally
expected to be in person Tuesday-Thursdays. All other days staff may choose to work in the office or remotely. Please note that in a constantly changing environment, Tipping Point may adjust this arrangement as it sees the need to.

Vaccine Policy
Tipping Point is committed to providing our staff with a safe work environment and helping to promote the health of our community. As such, Tipping Point will require all employees to confidentially show proof of COVID-19 vaccination as a condition of employment, unless they are unable to receive the vaccine because of a medical condition or sincerely held religious belief or practice. In accordance with the Americans with Disabilities Act and Title VII, and applicable state laws, Tipping Point is prepared to make reasonable accommodations for employees who (1) cannot take the vaccine due to a medical disability or (2) seek an exemption from the vaccine based on sincerely held religious beliefs.

Ready to change your life?
We are proud to be an Equal Employment Opportunity company. We do not discriminate based on race, religion, color, national origin, gender (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics. Tipping Point will consider qualified applicants with arrest or conviction records for employment in a manner consistent with the requirements of the San Francisco Fair Chance Ordinance.

Tipping Point accepts applications on a rolling basis; if the position is still posted on our website, we are still accepting and giving equal consideration to applications.

Tipping Point is working with NPAG on this search. To apply, please go directly to the posting on their website.