

Deadline for Applications: May 14, 2010

The Company

Blueprint Research + Design helps philanthropists and foundations achieve their missions. We bring data-driven analysis to the development of funding strategies and assessment practices, help funders understand the dynamic policy and funding landscapes within which they work, and position their work in the context of the changing industry of philanthropy. Founded in 1997, Blueprint is located in San Francisco and is growing to meet the demands of an expanding workload. Blueprint works with foundations and philanthropic associations across the country.

We are a group of smart, fun, and committed people working to promote social change by influencing the philanthropic industry. The company culture is collaborative, non-hierarchical, and family and quality-of-life-friendly - we are seeking candidates who will thrive in this environment.

Blueprint's Evaluation + Organizational Learning Practice

When Blueprint is engaged to lead an evaluation project, we become our clients' partners in organizational learning – we provide ongoing, practical feedback on what is and is not working and help our clients apply these lessons to increase the impact of their work. We believe strongly in participatory processes that engage the evaluation stakeholders upfront in determining what each most needs to know from the evaluation, and increase the entire organization's commitment to learning. We also seek to increase each client's capacity to evaluate and learn from their own work once our engagement is complete.

Though Blueprint is adept in all forms of evaluation and assessment, we specialize in prospective evaluation projects focused on capturing the impact of work that is ongoing, as opposed to evaluating completed projects. We also focus on evaluations at the portfolio or program level, evaluating the work of many grantees. Our clients are generally asking themselves questions such as:

- How well are we (the funder) selecting and supporting our grantees to achieve our goals?
- Are our grantees making progress towards those goals? Why or why not?
- What can we do better or differently to maximize progress towards our goals?
- Ultimately, what was the impact of our funding? What did we accomplish?

The Position

Blueprint seeks to hire a senior staff person to continue to develop and advance our growing Evaluation + Organizational Learning practice area. This person would be responsible for building and strengthening these services and would lead business development efforts in this area. In addition, this person would lead all ongoing evaluation projects and mentor junior staff in evaluation and social research methods and data analysis techniques. The breakdown of the job's responsibilities would be:

- 60% billable client work and project management, including mentoring of project staff
- 30% business development and sales
- 10% general management, supervision, and professional development

About You – Our Ideal Candidate

You are someone who has a tremendous social research toolkit and wealth of experience to draw upon. Though you have years of experience, you don't want to only manage – you enjoy doing the work and getting your hands dirty. Your work in the nonprofit/philanthropy sector and understanding of organizational development make you acutely aware of the practical challenges facing our clients and their grantees. You understand the difference between academic research and field research techniques, and thrive on the latter. Those you have worked with would tell us that you have a particular gift for supporting clients to articulate what they need, and translating those needs into a viable, creative, and practical workplan and budget – and then delivering. You bring deep methodological expertise to bear, and are particularly adept at quantitative analysis – you know your way around large data sets but also understand the tools that can and cannot be applied to analyze small data sets. Figuring out what the data say and how to present those findings in compelling ways is a passion. When you share the evaluation findings in writing, you know how to structure your report so that the most important information jumps out. Your language and tone are clear, accessible and easily communicate to lay audiences what was learned from the evaluation and the implications for future program work. You love working in an entrepreneurial consulting environment, and prefer to work collaboratively with teams. One of your greatest strengths is project management, and you can mentor, motivate, and manage teams to deliver the highest quality work on time and on budget.

Specifically, you bring:

- A Ph.D in sociology, evaluation, public policy, or other related field (or a Masters Degree with at least 15 years of applied research and evaluation experience)
- Broad methodological “toolkit” including creative approaches to qualitative and quantitative data collection and analysis
- Exceptional quantitative analysis skills
- Cultural competence
- An understanding of systems change work
- A shared affinity for Blueprint's approach to evaluation, specifically using evaluation to strengthen the work, not just assess it
- Consulting experience, and long list of client projects to highlight
- Proven track record of developing and selling evaluation work
- Experience mentoring, coaching and supervising junior staff
- Outstanding writing skills
- Understanding of social network analysis techniques preferred
- Skills in innovative data visualization techniques preferred

Typical physical demands:

- Sit at a desk for 2-3 hours at a time
- Work on a computer for 6 hours, on average, each day
- Lift and move documents and supplies
- Bend to file and retrieve documents
- Some travel (approx. 8-10 trips per year)

This position will be based in Blueprint's office in San Francisco and will report to the COO. Medical, dental, vacation, discretionary holiday, holiday, 401k, and commuting benefits provided. Salaries are negotiated individually depending on experience. Blueprint is an equal opportunity employer. Information on the company is available at www.blueprintrd.com.

To Apply: Please submit a resume and cover letter via email to jobs@blueprintrd.com. Type “Senior Analyst-Eval” in the subject line and **paste cover letter and resume directly into the text of a single email. Attachments will not be opened.**