

VICTORIA J. DOUGHERTY
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Independent Consultant

Wynnewood, PA

Provide individualized assistance to help nonprofit and foundation leaders increase program effectiveness.

- Guide board members and staff in developing grant-making strategies and programs.
- Plan and lead convenings and forums to promote cross-site learning and partnership development.
- Provide evaluation training and evaluation coaching to nonprofits and foundations.
- Evaluate programs and initiatives in human services, education, and public health.

OMG Center for Collaborative Learning

Philadelphia, PA

Deputy Director

March 2009-April 2010

Project Director

January 2007 – February 2009

Project Manager

June 2003-December 2006

Deputy Director of a nonprofit consulting firm specializing in evaluation, strategic and program planning, and organizational development for nonprofits and foundations. Annual Budget \$4 million.

- Supervised staff of 15 project directors, managers, analysts and coordinators.
- Oversaw budgets and deliverables for 15-20 projects at any given time.
- Developed and managed client and partner relationships, including foundations, nonprofit organizations, school districts, and government agencies.
- Led sales for new work with \$500,000 annual sales target.
- Directed evaluations of multi-site initiatives and programs for national and Philadelphia foundations including the Lumina Foundation for Education, the W.K. Kellogg Foundation, the Robert Wood Johnson Foundation, the John S. and James L. Knight Foundation and the William Penn Foundation.
- Led strategy sessions for organizational leaders and grant-makers to develop theories of change and strategic plans to direct grant-making and program development.
- Planned and led convenings and forums to promote cross-site learning and facilitate partnership building among nonprofit organizations, government agencies, schools and other institutions.
- Directed and conducted evaluation training sessions for nonprofit programs and provided ongoing technical assistance to program staff following the workshops.

Connecticut Policy and Economic Council (CPEC)

Hartford, CT

Project Director

November 2001-April 2003

Principal Analyst

January 2001 – November 2001

Led the community research and program evaluation unit of a statewide nonprofit planning agency.

- Managed “Local Learning Partnership” providing planning and evaluation support to the Annie E. Casey Foundation’s *Making Connections* initiative in Hartford Connecticut.
 - Convened and facilitated a partnership of community-based organizations, local institutions and residents to participate in the planning and learning opportunities associated with the initiative.
 - Determined and managed evaluation strategies to guide and assess the initiative’s local success.
- Other projects included planning and facilitating child care forums in low income communities as part of a participatory assessment of child care needs, and conducting an assessment of area literacy services for the Greater Hartford Literacy Council, a statewide evaluation of juvenile justice alternative sanction programs, and an assessment of the citywide network of summer youth programs.

**U.S. Department of Health and Human Services, Office of Inspector General Chicago, IL
Office of Evaluation and Inspections (OEI)**

**Team Leader
Program Analyst**

**August 1999-December 2000
January 1997-August 1999**

Analyst in an independent oversight body conducting performance and management evaluations of programs under the U.S. Department of Health and Human Services. Findings reported to the Department and to Congress.

- Led an evaluation team conducting national studies of the child support enforcement program and public health and welfare programs for the U.S. Department of Health and Human Services.
- Planned and facilitated an agency-wide team leader training conference with sessions on coaching and mentoring and project management.
- Received 5 OEI performance awards for demonstrating leadership, conducting outstanding inspection work, and designing the impact documentation system.

**Community and Economic Development Association of Cook County
Chicago, IL**

Director, Strategic Marketing and Planning

July 1996-December 1996

- Developed a two-year strategic plan for a non-profit agency with a \$55 million budget, providing human services to over 200,000 low-income persons per year. Key goals were enacted by the Board of Directors.
- Wrote agency policy position statements and government affairs correspondence. Guided government affairs activities of Board members.

**Committee on Ways and Means, U.S. House of Representatives
Staff Assistant to the Subcommittee on Human Resources**

**Washington, D.C.
June 1992-August 1994**

- Helped edit and managed the production of the 1994 Green Book, Background Material and Data on Programs within the Jurisdiction of the Committee on Ways and Means.
- Analyzed receipt and expenditure trends of unemployment insurance, child support enforcement and welfare programs for Committee briefing documents and reports.
- Drafted correspondence to members of Congress, executive branch officials and constituents.

EDUCATION

M.A. 1996, University of Chicago, School of Social Service Administration
B.A. 1992, Mount Holyoke College, South Hadley, MA