

## POSITION ANNOUNCEMENT

### DIRECTOR OF LEARNING

**Location:** San Francisco or Hawai'i

**Open Until Filled**

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### ABOUT STUPSKI FOUNDATION

Stupski Foundation is a private spend down foundation investing all of its assets in the next eight years to address some of the Bay Area and Hawai'i's biggest racial and social injustices.

The Foundation primarily funds organizations in San Francisco and Alameda Counties and Hawai'i that address Food Security, Postsecondary Success, Early Brain Development, and Serious Illness Care. Over the next eight years, the Foundation strives to center the voices of the BIPOC (Black, Indigenous, and People of Color) communities we exist to serve and work in partnership with our grantees to anchor our grantmaking in equity. Internally, the Foundation is committed to fostering a diverse, equitable, and inclusive culture and seeks candidates who can help the Foundation live into this aspiration.

### ABOUT THE OPPORTUNITY

The Foundation is looking for a highly-collaborative and equity-centered leader who is committed to advancing racial and social justice. This new Director of Learning position has been created to help maximize the impact of the Foundation's investments in BIPOC communities with a deep commitment to participatory learning. With the support of a small team of consultants, the Director of Learning will lead the Foundation in its quest to use measurement, learning, and evaluation to be in service of equity. As a member of leadership, the Director will apply their passion for racial and social justice and use their knowledge of measurement, evaluation, and learning to shift power and agency into the hands of communities we exist to serve.

Key responsibilities for the Director include providing leadership in:

- **Organizational Learning:** Lead the development of systems, processes, training, and coaching to build a strong culture of learning at the Foundation that centers equity
- **Measurement & Evaluation:** In partnership with the Foundation's program team and our communities, center learning and evaluation to be in service of achieving our equitable outcomes\*
- **Strategy Refinement:** Support the program team to continually refine our strategies rooted in an understanding of historical, cultural and structural contexts; the effects of strategy on the underlying systemic drivers of inequity; and the differential effects of strategy on different populations\*
- **Participant Ownership:** Guide the Foundation in our aspiration to design and implement multi-culturally valid measurement, evaluation, and learning that primarily serves and is owned by the community\*

*\*Equitable Evaluation Framework by the Equitable Evaluation Initiative*

- **Board Development:** Guide the Foundation in the development of a learning framework that can inform and engage our Board of Directors in our progress to address racial and social injustices in BIPOC communities across the Foundation's issue areas
- **Grantee Support:** Advance systems and processes for partnering with Foundation grantees to build their measurement, evaluation, and learning capacity in line with the equity-centered values described above
- **Stakeholder Engagement:** Forge relationships with Foundation staff, the Board of Directors, and external stakeholders, including communities of color; collaboratively crystalize the Foundation's community engagement approach; and identify, cultivate and oversee supportive and values-aligned learning partnerships with external consultants, evaluators, and community members to ensure success
- **Community & Field Learning:** In partnership with the Director of Communications, develop ways to share lessons from the new community engagement and learning approach to inform, model and shift funder behavior

A successful Director is an adaptable, bold and relationship-oriented leader who is committed to learning and growth, and possesses the following competencies and qualifications:

### **Core Competencies**

- Cultural humility to listen with an open mind and a deep commitment to respecting and lifting up diverse viewpoints
- Courage to challenge, help shift and hold the Foundation accountable to its vision of evaluation and learning that is truly community-led and -owned and that is in service of equity
- Commitment to equity demonstrated in lived experiences
- Vision for decolonizing research methodologies that challenges assertive historical norms and centers diverse community knowledge and experiences
- Knowledge of and experience in racial equity analysis including deconstructing and analyzing historical, structural, and cultural contexts of social change efforts
- Comfort with collaboratively revising strategy within the above context as well as an understanding of the differential effects of strategy on different populations
- Authenticity in fostering trusting relationships with multiple stakeholders including community members, grantees, internal staff/consultants, and the Board
- Capacity to access, synthesize, and center community voice in learning
- Inspired, facilitative communication with an ability to artfully share and draw out insight and ideas from diverse stakeholders across settings and mediums
- Action-orientation to turn data into insight that guides recommendations for strategic shifts
- Flexibility and creativity to adapt learning and evaluation processes based on context, needs, and audiences
- Effectiveness juggling multiple priorities, delegating, and delivering results

## Key Qualifications

- Relevant Experience: Minimum of 10 years of experience supporting teams, organizations, and/or initiatives in community- and impact-driven environments such as community organizing, movement building, and/or community-based organizations; government agencies; social impact consultancies; or philanthropic organizations
- Centering Community: Demonstrated ability to work in and as part of community and facilitate community engagement, participatory learning, and community research using non-traditional research and evaluation methodologies
- Centering Equity: Ability to transform the Foundation's learning and evaluation approach so that it is owned by the community and is in service of equity
- Learning Orientation: Focused on building a continuous improvement and learning culture through assessment of outcomes and promoting organizational change
- Structural & Cultural Racial Equity Analysis: Understanding of and ability to analyze and take into account social, political, structural, cultural, and historical factors contributing to racial and other inequities
- Education: Has a Bachelor's degree in a relevant field *or* work experience in excess of the minimum requirement; an advanced degree is a plus

## Compensation

The Salary Range for this position is \$215,000 - 240,000, commensurate with qualifications and experience, and includes a comprehensive benefits package.

## ABOUT THE APPLICATION PROCESS

Stupski Foundation is partnering with Walker and Associates Consulting - a national strategic management consulting and search firm located in Alameda County - to facilitate this search. To apply, email a cover letter, resume, and list of three references (candidates will be notified in advance of any outreach to your references) to [stupski@walkeraac.com](mailto:stupski@walkeraac.com) ASAP noting the following additional instructions:

- Use the subject line: Director of Learning.
- To foster an open and impartial application review process that minimizes the potential for bias, please remove any reference to academic institutions from which you obtained any degree, if applicable. You should still list any degrees without reference to the school just simply list the type of degree conferred, for example: "Bachelor of Arts in Economics."
- Submit Microsoft Word or PDF files only (one combined PDF file is preferred).

Questions? Contact Jeannine Walker, Walker and Associates Consulting, at [jwalker@walkeraac.com](mailto:jwalker@walkeraac.com).

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*Stupski Foundation strives to foster a diverse, equitable, and inclusive culture focused on continuous learning and welcomes individuals with work and lived experiences in the issue areas and communities we seek to serve. The Foundation embraces and supports people of every race, color, religion, national origin, age, size, sex, sexual orientation, marital status, disability, or any other characteristic protected by law and is an employment-at-will company.*