

Manager, Impact Measurement & Evaluation Job Posting

We are seeking a **Manager, Impact Measurement & Evaluation** to join the Community Initiatives department. The Manager, Impact Measurement & Evaluation will play a pivotal role in developing and implementing evaluation frameworks to measure the impact of the Canadian Women's Foundation's granting, learning, systems change, and strategic initiatives.

Working as part of the Community Initiatives team, the Manager will collaborate with grant managers, project leads, and the policy team to adapt or design evaluation frameworks and tools for the Foundation's four key areas of work: Gender-Based Violence, Economic Development, Youth Programming, and Northern Gender Equality Programming.

A priority for this role is to establish a comprehensive impact measurement, evaluation, and storytelling plan for the Foundation's Northern Gender Equality Strategy, using feminist ways of working and Indigenous-led, participatory, and non-extractive approaches. This includes reviewing past evaluation reports, establishing baseline data, and developing culturally appropriate, reciprocal, and community-led tools for evaluation, learning, and storytelling that honor the knowledge and priorities of Northern and Indigenous partners.

The ideal candidate is an experienced evaluation professional who is committed to equity and reciprocity in evaluation practices, centering participatory, feminist, and Indigenous methodologies to ensure data collection and storytelling are meaningful, respectful, and transformative.

The Canadian Women's Foundation is Canada's public foundation for gender justice and equality. We advance this by growing support for grassroots feminist action, partnering with communities and organizations to improve conditions, and building diverse leadership and knowledge for sustainable change.

Since 1991, thanks to our generous supporters and donors, the Foundation has raised more than \$260 million to fund over 3,300 life transforming programs across the country. As a leading voice for women, girls and gender-diverse people in Canada, the Canadian Women's Foundation is committed to getting gender equality issues front

and centre in the hearts and minds of people in Canada. For more information about the Foundation, visit our [website](#). To learn more about what we offer to employees and why you should apply, visit [Work With Us](#).

We strongly encourage applications from women, Two Spirit, trans, and nonbinary people who identify as Black and/or racialized; First Nations, Métis, and Inuit; living with disabilities; and/or members of 2SLGBTQIA+ communities.

Key Duties and Responsibilities

Feminist Philanthropy

- Develop and implement evaluation frameworks to measure the impact of granting programs addressing gender-based violence, economic security, youth, and gender equity in the North, ensuring alignment with intersectional feminist approaches and Foundation practices.
- Collaborate with grant managers to assess current evaluation tools and adapt or create new tools that center equitable, community-led approaches for multi-year granting cohorts and annual grantees.
- Integrate Indigenous-centred, culturally appropriate, and non-extractive evaluation methods into granting initiatives, ensuring reciprocity and alignment with community values and priorities.
- Support the development of equity benchmarks for grantmaking work, including managing external consultants as needed.
- Collaborate with the data/systems team and senior director of grants to ensure evaluation data contributes to a broader impact data architecture for consistency and usability.
- Develop and maintain best practices for Northern event logistics, with a focus on cultural relevance, accessibility, and participant safety.

Feminist Learning

- Design and implement tools and evaluation plans for learning and knowledge mobilization activities to measure outcomes and drive continuous improvement.
- Collaborate with program staff, grantees, and external partners to build evaluation capacity using participatory, equity-driven, and non-extractive methodologies.
- Work with Northern and Indigenous communities to co-create evaluation approaches that are grounded in local knowledge systems, center relational accountability, and share findings in reciprocal and accessible ways.
- Facilitate learning opportunities across teams to foster a culture of reflection

and growth, centering principles of justice, equity, diversity, decolonization, access, and inclusion.

- Analyze and synthesize evaluation findings into actionable reports, narrative storytelling, and learning materials for diverse audiences.

Feminist Advocacy

- Work with the policy and advocacy team to develop and adapt evaluation strategies for systems change initiatives, including advocacy, policy, and strategic initiatives.
- Develop tools for assessing the Foundation's Northern Gender Equity Strategy systems change efforts, ensuring approaches are community-led, culturally relevant, and grounded in Indigenous knowledge systems.
- Embed non-extractive and participatory evaluation practices that prioritize relationships, shared power, and collective learning.
- Identify opportunities to integrate storytelling and data visualization to communicate systemic and long-term impacts in compelling and accessible ways.
- Collaborate with external consultants as needed to design tools that measure systemic outcomes, ensuring alignment with feminist and Indigenous-informed methodologies.

Team Support & Collaboration

- Actively contribute as a member of the Community Initiatives team, participating in team meetings, planning, and organizational activities to foster connection, alignment, and shared learning.
- Collaborate with the Public Engagement team and program managers to integrate evaluation findings into impact storytelling, ensuring narratives reflect the wisdom, lived experiences, and contributions of communities.
- Partner with the Philanthropy team to align evaluation efforts with donor reporting requirements, ensuring findings are communicated with integrity and respect for community voices.
- Support the integration of feminist and Indigenous-informed evaluation approaches into the Foundation's broader evaluation systems and organizational learning processes.
- Manage external consultants, including developing contracts, timelines, and deliverables.
- Contribute to strategic planning processes by identifying insights and trends that inform future programming, granting, and systems change efforts.

Qualifications

Experience:

- Minimum 5 years of experience designing and implementing impact measurement, evaluation frameworks, and tools across multiple program areas.
- Proven experience with Indigenous-centered, culturally appropriate, and non-extractive evaluation practices that center reciprocity and community priorities.
- Demonstrated knowledge of feminist evaluation principles and participatory, equity-driven methodologies.
- Experience working collaboratively with Indigenous partners, including co-creating tools that honor local knowledge and ways of knowing.
- Experience in grantmaking or philanthropy is an asset.

Education:

- Degree or equivalent lived/professional experience in evaluation or social sciences. A focus on feminist, participatory, or culturally responsive approaches is an asset.

Skills:

- Strong facilitation skills to build evaluation capacity, including experience leading learning activities in community-led contexts.
- Excellent written, verbal, and visual communication skills with a commitment to data storytelling that centers community voices and wisdom.
- Proficiency with tools and software for evaluation and data visualization (e.g., Tableau, PowerBI, Airtable, R, MS Office, Blackbaud).
- Highly organized and adaptable, with excellent project management skills.

Abilities:

- Commitment to intersectional feminism, equity, diversity, and decolonization.
- Strong critical thinking and analytical skills with a solutions-focused mindset.
- Ability to build trust, relationships, and shared accountability with communities and teams.
- Capacity to navigate complex evaluation projects with sensitivity, respect, and integrity.
- Good judgement, flexibility, and capacity to work closely with one or more team members on a common project.
- Willingness and ability to travel to and between Northern and Indigenous communities across Canada.

Expectations and Conditions

The chosen candidate will be able to start work as soon as possible and would complete a three-month probation period.

Compensation

The hiring range for this position is: **\$65,000 - \$75,000**. The Foundation provides generous vacation time, comprehensive health and dental benefits, as well as professional development opportunities. This is a **full-time contract position for 14 months**.

Job Location

Depending on the location of the successful candidate, this position could be a hybrid or remote work environment, with flexibility to travel to and between Northern and Indigenous communities required.

Apply Today by Submitting:

- A one-page cover letter outlining why you want to be part of the Canadian Women's Foundation and briefly summarizing your key skills and relevant experience.
- A resume that provides an overview of your work, education, and volunteer experience.

The deadline for submission is **8:00 PM EST on January 17, 2025**. Please email the document to humanresources@canadianwomen.org and indicate "**Manager, Impact Measurement & Evaluation**" and quote reference number "**CI-034**" in the subject line.

Canadian Women's Foundation Commitment to Equity

The Canadian Women's Foundation is strongly committed to equity in employment and seeks to attract, select, and hire a diverse team with a high level of professional skills, passion for and belief in our vision and mission. We aim to be inclusive of diverse people across gender and sexuality spectrums. This includes people who identify as women, girls, trans, Two Spirit, genderqueer, nonbinary, and 2SLGBTQIA+. If comfortable, we encourage candidates to share information about their identities, lived experiences, and the communities they are part of in their cover letter.

The Canadian Women's Foundation adheres to Canadian Human Rights legislation and will provide accommodation to candidates during any part of the interview or hiring process, if requested.

We thank all applicants for their interest. However, only those selected for a first interview will be contacted. We anticipate two rounds of interviews before the successful candidate is selected.