



**JOIN THE DevNW TEAM AS OUR NEW  
DATA, OUTCOMES & PROGRAM EVALUATOR**  
(Salary Range \$55,000-\$70,000 with benefits + flexible schedule)

**DEVELOPING THRIVING COMMUNITIES**

DevNW and CDFI partner, Community Lending Works (CLW) are fostering vibrant, inclusive communities by prioritizing housing, asset development, wealth building, and small business development. To do this work we are deconstructing pervasive systems of oppression such as racism, classism, or sexism that maintain persistent disparities and perpetuate deep imbalances in power, opportunity, and wealth. **The Data, Outcomes & Program Evaluator critical contributions to this work will be the following:**

- **Architect an initial foundation from which a Data, Outcomes, and Impact team can emerge**
- **Champion data-informed culture by focusing on capturing, cleaning, and curating meaningful data from across the organization that promotes accessibility, usability, transparency and accountability for multiple audiences such as staff, board members, funders, policymakers, and partners**
- **Audit and evolve the existing data infrastructure to ensure data is relevant, reliable, valid, protected, and usable in order to elicit trust in its role for decision-making and reporting**
- **Serve as an introductory guide for staff into the world of research, data analytics, data science, and evaluation in order to support shared learning, adoption of common language, and promotion of the significance of data to action and impact**

**To excel in this position, you will need these essential lenses:**

- Our data points-whether quantitative or qualitative- connect to human lives
- Data is a tool to visualize and deconstruct disparities
- Bias exist and must be accounted for from the design to the findings
- See data as a “language” that belongs to ALL people not just some

**It is CRITICAL that you have...**

- Minimum of 4 years of experience\* with reporting, data analytics, and data systems
- An understanding of applied mixed methods in data collection, data analysis and interpretation
- Proficiency with spreadsheets and statistical analysis software (preference for R Programming or Python open to SPSS, Stata, or SAS) to extract, prepare, and analyze internal program data as well as external data sources such as the census (ACS), Oregon based databases (PSU’s Population Research Center), and homeownership databases
- Ability to collaborate with executive leadership and program staff to co-create effective data management systems and strategies that advance the mission, define outcome goals, fulfill reporting requirements, and inform decision-making

\*can be a combination of education/field experience that demonstrates required knowledge, skills, and abilities



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**Example tasks/responsibilities for the Data & Outcomes Evaluation Specialist:**

- Develop, refine, and manage data and evaluation systems + activities across multiple platforms and settings, while simultaneously establishing conformity and consistency among data instruments, methodology, analysis, presentation, and communication
- Provide routine and one-time data requests and/or generating several reports for development, communications, and advocacy efforts, including both internal program data and external sources
- Prepare a findings presentation in formats that are accessible and relevant for multiple audiences such as staff, board of directors, policymakers, funders, partners, and the greater community
- Create a dataset from disparate sources (e.g. Legacy, Siloed) then prep dataset for analysis using Python
- Guide program staff to build skills in data collection and input via staff trainings, which supports utilization of client and outcome data towards being a data-informed culture

**It is GREAT if you have...**

- Ability to read, write, and speak in Spanish
- Familiarity with data visualizations using tools such as Google Charts, Grafana, Tableau, Datawrapper
- Facility to link narrative + visualization to tell the Data Story of the DevNW & CLW mission with context

**It is a BONUS if you also have...**

- Prior/ongoing participation in learning spaces and/or communities of practice with data practitioners and/or program evaluators, hackathons, Datakind, GitHub community, Data.org, Kaggle competitions, conferences, and/or summits

**Apply for this opportunity to shape DevNW's data journey, provide an introduction letter detailing your interest that includes the following to [careers@devnw.org](mailto:careers@devnw.org) with full name and position title in subject line \*position open until filled, if this posting is up the listing is active\*:**

1. Describe how your journey thus far has prepared you for the Critical Contributions of this position?
2. Detail your experience with mixed methods in data collection, data analysis and interpretation. What software/application tools do you use?
3. Current resume
4. Share a portfolio link or 2-3 work samples relevant to the position (if available)

DevNW is an Equal Employment Opportunity Employer. All qualified persons are encouraged to apply. Applications for employment will be considered without regard to race, color, national or ethnic origin, religion, gender, gender identity, sexual orientation, marital status, age, disability, and any other characteristic protected by applicable law.

Studies have shown that women and people of color are less likely to apply for jobs unless they meet every one of the qualifications listed. We are most interested in finding the best candidate for the job, and that candidate may be one who comes from a less traditional background. If you meet key qualifications for the job, and believe you would be the best fit, we would encourage you to apply; please use your cover letter or introductory email to explain how you will accomplish parts of the job for which you have less experience. If you are unsure whether you meet the qualifications of this position, please feel free to contact us.

**DevNW values diversity and supports a welcoming, inclusive environment where all of our employees can thrive. We value a workforce that is representative of the communities we serve.**