

# WOMEN'S FUNDS COLLABORATIVE

---

a project of  
newventurefund

## Feminist Learning and Evaluation Manager - Women's Funds Collaborative

*The Women's Funds Collaborative seeks a Feminist Learning and Evaluation Manager to provide thought leadership and management of the Collaborative's learning and evaluation process.*

### Who We Are

The Women's Funds Collaborative (the Collaborative) is an ambitious five-year initiative that aims to strengthen the infrastructure and visibility of women's funds and philanthropic actors that provide financial and other support to advance the human rights and opportunities of women, girls, and LGBTQI people in countries around the world.<sup>1</sup> Women's Funds have a long track record of knowing where and how to support organizations working to achieve gender justice in their communities, countries, and regions. Today, they are leading women's rights movements in some of the most challenging contexts and informing philanthropic donors in supporting those efforts.

Launched by Foundation for a Just Society, The Open Society Foundations, the Wellspring Philanthropic Fund, and the William and Flora Hewlett Foundation, the Collaborative seeks to amplify the profile of feminist philanthropy and advance gender justice around the world. The initiative is designed to support women's funds to invest in their own institutional and organizational needs-- strengthening infrastructure, leadership, communications, fundraising, learning, and other efforts that position them to maximize their impact and achieve their goals. Through 2024 the Collaborative will make at least \$20 million in grants to women's funds using a participatory governance structure to elevate the voices and perspectives of women's funds in determining the strategic direction and funding decisions. At the end of five years the Collaborative will commission and publish a third-party evaluation of the initiative that will include recommendations for further action.

The Women's Funds Collaborative is a project of the New Venture Fund (NVF). NVF, a 501(c)(3) established in 2006, conducts public interest projects and provides professional insight and support to institutions and individuals seeking to foster change through strategic philanthropy. A participatory Steering Committee made up of representatives of private foundations, women's funds, and the [Prospera](#) Secretariat oversees the Women's Funds Collaborative.

---

<sup>1</sup> For more details, please see the Collaborative's [2019 press release](#).

## Where You Fit

The Women's Funds Collaborative seeks an individual with a combination of intellectual curiosity, creativity, skills, experience, and passion for learning, developing knowledge, and evaluation. The Learning and Evaluation Manager will lead the Collaborative's process of learning and documentation and evaluation of the initiative's efforts, as well as learning about and documenting the process, approach, and impact of investing in women's funds using participatory grantmaking. In addition, the right individual will support efforts to develop the Collaborative's monitoring and evaluation framework and learning agenda.

## The Role

Reporting to the Director, the Feminist Learning and Evaluation Manager will support the Collaborative in defining and implementing a learning and evaluation agenda. The Manager will implement activities to capture and communicate results and stories of change related to shared governance and participatory grantmaking to strengthen individual women's funds and supporting the ecosystem of women's funds.

### 1. Management

- Lead the design of a learning and evaluation strategy that aligns to our feminist values in collaboration with the Director, Program Manager, and Advisory Committee.
- Work in collaboration with the Advisory Committee, comprised of women's funds and private philanthropy representatives, in defining a feminist learning agenda that deepens insights on the collaborative's shared governance and participatory grantmaking model.
- Identify and manage an external evaluator to carry out the evaluation of the collaborative.
- Provide thought leadership in the use of feminist approaches to learning and evaluation.
- Lead ongoing efforts to refine theory of change for the initiative and to document stories of change and impact.
- Facilitate processes to apply knowledge and insights from our learning and evaluation to inform improvements to the model, theory of change, and strategy.
- Support collaborative learning among women's funds and in collaboration with the Prospera Secretariat.

### 2. Learning and Evaluation

- Use both quantitative and qualitative methods to analyze patterns, explore relationships, and synthesize lessons learned about the Collaborative's approach and model for investing in the infrastructure and ecosystem of women's funds.
- Develop and manage feedback loops to inform the Collaboration's grantmaking strategy.
- Facilitate learning and reflection processes documenting both process and outcomes of participatory grantmaking.
- Nurture and facilitate a culture of learning that facilitates inquiry and learning internally and with external actors.
- Stay abreast of issues related to women's funds, philanthropy, and the women's movement.

### **3. Documentation and Sharing**

- Document both the process and outcomes of the Collaborative's work in building up the infrastructure of women's funds and strengthening the feminist funding ecosystem.
- Synthesize insights and emerging findings from our learning and evaluation to share with women's funds.
- Work with Director to develop knowledge products to inform our influencing strategy and to contribute to knowledge of the field more broadly.
- Support the Director and communications staff to share our insights widely.
- Participate in selected meetings and convenings to share learning with other funding collaboratives and foundations.

### **Qualifications and Experience**

- Commitment to advancing women's human rights and knowledge of feminist movement building
- 7 - 10 years of experience developing monitoring and evaluation tools and approaches. Strong interest in organizational development and ecosystems support
- Skilled in qualitative and quantitative data analysis skills
- Experience in writing reports or managing development of a report for an external audience
- Excellent interpersonal skills with the ability to work collaboratively with a culturally diverse group of people
- Intellectual curiosity, passion for and skilled in knowledge building
- Commitment to feminist values and feminist MEL methods
- Excellent computer skills including working knowledge of evaluation and research software
- Demonstrated capacity to be self-directed and work collaboratively with external partners

### **Skills**

- Track record in managing multi-stakeholder evaluations
- Competency in project management with strong attention to details
- Excellent written and oral communications skills in English; including ability to communicate findings and results clearly and succinctly. Proficiency in a second language highly valued.
- Strong analytical, problem solving, and conceptual thinking skills
- Highly skilled at multi-tasking and prioritizing to meet deadlines

- Strong interpersonal skills and ability to develop and nurture relationships
- Experience and skills in developing systems and process to collect and manage information and data

### **Salary and Benefits**

The salary range for this position is \$75,000-\$92,000 depending on experience. We offer a generous benefits package, including employer paid health, dental, and vision insurance, a 3% employer match on 401K contributions, pre-tax transportation benefits, and paid holidays, vacation, sick and volunteer time off, as well as a commitment to professional development and growth.

### **Additional Information**

This is a 4-year position based on renewal of an annual contract. This is a virtual position. The candidate will need to attend staff retreats twice per year, occasionally attend conferences or other convenings in support of our work or for professional development purposes.

### **Eligible Applicants**

This is a global search, with a priority to finding candidates in the Global South. The structure of the employment agreement between the Collaborative and the Learning and Evaluation Manager will be determined by the geographical location and work authorization of the successful applicant. The Learning and Evaluation Manager will be hired as a New Venture Fund employee or engaged via an alternate arrangement, depending on the circumstances.

### **Application Details**

Applicants should send a single document containing a 1) one pager cover letter, 2) one- or two-page resume/CV, and 3) two writing samples to [hello@fenomenalfunds.org](mailto:hello@fenomenalfunds.org) with the subject Learning and Evaluation Manager in the subject line. We regret to inform you that we will only be able to respond to applicants selected for interview.

### **New Venture Fund Careers**

The Women's Funds Collaborative is a project of New Venture Fund (NVF), a 501(c)(3) public charity that incubates new and innovative public interest projects and grantmaking programs. NVF is committed to attracting, developing, and retaining exceptional people, and to creating a work environment that is dynamic, rewarding, and enables each of us to realize our potential. NVF's work environment is safe and open to all employees and partners, respecting the full spectrum of race, color, religious creed, sex, gender identify, sexual orientation, national origin, political affiliations, ancestry, age, disability, genetic information, veteran status, and all other classifications protect by law in the locality and/or state in which you are working.