

Job Posting



POSITION: Director of Learning and Evaluation

LOCATION: Toronto, Ontario

ORGANIZATION

The MasterCard Foundation is a new, private foundation based in Toronto, Ontario with approximately \$3 billion in assets, established through a generous gift of shares from MasterCard Worldwide at the time of the company's initial public offering in 2006. As an independent entity, The MasterCard Foundation is governed by its own board of directors.

The Foundation believes that every person has the potential to transform their lives and its vision is to make the economy work for everyone. Under the leadership of President and Chief Executive Officer (CEO) Reeta Roy, the Foundation collaborates with diverse partners to advance sustainable and scalable solutions in microfinance and youth education programs globally, with primary investment in Africa. This approach to catalyze innovation in sustainable, as well as scalable, solutions has already led The MasterCard Foundation to partner with a range of leading nonprofit and nongovernmental partners such as African Leadership Academy, Aga Khan Foundation, BRAC, Camfed, Equity Group Foundation, Consultative Group to Assist the Poor, Opportunity International, Save the Children and Women's World Banking.

The MasterCard Foundation is on a growth trajectory. It anticipates its commitments to exceed \$100M annually, achieved with a small, nimble and highly entrepreneurial organization.

For more information, please visit <http://www.themastercardfoundation.org/>.

POSITION

The Director of Learning and Evaluation is a newly-created role based at the Foundation's headquarters in Toronto. As an integral member of the executive leadership team and reporting to the CEO, the Director of Learning and Evaluation will lead the Foundation's evaluation and learning agenda.

By designing robust, evidence-based evaluations at grant and program levels, the Director will monitor performance and analyze impact and outcomes, capturing important learning from partners about their critical on-the-ground work. The learning and insights will be actively shared in order to advance the microfinance and youth learning fields, as well as to specifically inform the Foundation's future strategy.

Acting as a consultant to program teams and partners, the Director of Learning and Evaluation will guide the appropriate methodological choices which test and evaluate the most critical indicators of a grant's or program's effectiveness and impact. S/he will actively cultivate partnerships with external consultants so that The MasterCard Foundation has a network of trusted go-to sources for measurement and evaluation projects. Also, the Director of Learning and Evaluation will build a small team focused on partnering with program staff, tracking grant and program progress and developing internal systems for knowledge capture. The tools and measures created will allow the Foundation to continually adjust strategies and to identify additional investment opportunities.

This is an exciting opportunity for an accomplished, consultative and entrepreneurial evaluation leader to help shape the future of The MasterCard Foundation's impact in youth education.

RESPONSIBILITIES

LEARNING AND EVALUATION

- In partnership to support the program teams' grantmaking:
 - Engage in the technical design for program and grant evaluations
 - Ensure the evaluation component and learning agenda of major projects are clearly communicated and benefit from the expertise of third-party consultants
 - Identify, review and extract implications from the measurement findings and formulate recommendations that support the Foundation's teams as they refine programs
 - Actively engage in, and facilitate, on-going learning both within The Foundation's program teams and among grantees
- In collaboration with the VP of Communications, distill key messages for internal and external audiences, develop a broad and strategic knowledge sharing plan as well as draft articles, white papers and other publications that share important findings to multiple audiences
- Participate in leading sector conferences where The MasterCard Foundation's learning can influence thinking – and action – in the fields of youth learning and microfinance; represent The Foundation's work with key stakeholders
- As an active learner, track trends in evaluation methods and approaches

TEAM LEADERSHIP

- Recruit and manage a small team who will gather, input, clean and store performance monitoring data and knowledge
- Provide a compelling example of partnership and collaboration with teams and external partners
- Inculcate a culture of knowledge seeking and active learning
- Act as a sounding board and independent voice to test assumptions in productive ways

PERFORMANCE MONITORING OPERATIONS

- Create, implement and communicate frameworks, tools and data collection systems which drive performance
- Train and mentor staff to perform routine and ad-hoc analysis of performance monitoring data, leading with best practices in measurement and evaluation
- Oversee and adjust the systems and databases to ensure quality, reliability, and integrity

QUALIFICATIONS

- Master's or PhD preferred
- A minimum of 10 years experience in multi-method evaluation garnered in either a consulting and/or in-house monitoring and evaluation function, across a complex array of programs, initiatives and in global environments. The ideal candidate must have a track record of technical ability and has designed systems for capturing and assessing both impact and performance data that:
 - Facilitate learning in an organization
 - Have led to demonstrable program innovation
- Superior analytical and problem-solving skills, detail oriented; belief in the importance of evidence-based decision making
- Purposeful written and oral communication skills; able to distill essential information and tailor messages for a variety of audiences spanning academic publication to non-specialists
- Outstanding interpersonal skills, able to work effectively at all levels of the organization, including top leadership and at the board level; collaborative and inclusive; relationship builder; enjoys engaging in the field with practitioners as they innovate
- Strong project management and consultative skills to drive and support teams in a fast-moving, entrepreneurial environment; team player who enjoys coaching and developing staff
- Demonstrated commitment to The MasterCard Foundation's core values, mission, and programs; has a mindset which is "in service to" grantees and their achievement of breakthrough outcomes

- Comfort with ambiguity and proven experience in thriving in uncharted waters; action-oriented, multidisciplinary thinker
- Flexibility, resilience, a motivated self-starter and multi-tasker; inquisitive, transparent and enterprising in finding new strategies and solutions
- Highest ethical and professional standards
- An ability to travel internationally as needed

The MasterCard Foundation is an Equal Opportunity Employer and encourages candidates of all backgrounds to apply for this position. The Bridgespan Group, a nonprofit organization, serves diverse organizations and is committed to building high-performing teams that mirror the communities we serve.

Please direct all inquiries, nominations and applications to the Bridgespan Group, at mastercardfdn@bridgespan.org. Applications should include a letter of interest and a current resume in WORD format. Please indicate in your cover email where you learned of the opportunity.