

GoodCitizen

Waverley Street Foundation
Director of Learning & Evaluation, Global
Location: San Francisco, CA

Cultivating a healthy, just and joyful world where communities are key to unlocking climate solutions.

About Waverley Street Foundation

Waverley Street Foundation (WSF) builds and supports solutions seeded in communities, where enduring change grows from the ground up. The Foundation is especially eager to partner with communities that are already enduring severe impacts of climate change and that deserve a central place in solutions. WSF prioritizes representation, diversity, equity, and inclusion in all facets of its work.

Unlike most philanthropies, WSF will spend down its assets—approximately \$3 billion—over the next nine years, a decision that empowers it to support not only sensible and pragmatic solutions but also daring bets and breakthroughs that can alter the trajectory of the climate crisis and unlock a new and better future for humanity. WSF is working toward a fifty percent reduction in carbon pollution by 2035 through supporting community natural farming and renewable energy solutions that benefit people.

Waverley's approach to renewable energy and natural farming at the community level focuses on enhancing local engagement and leadership while significantly reducing carbon emissions. This strategy aims to improve people's lives by cutting carbon pollution, fostering environmental and improving human health, and boosting economic opportunities through the adoption of sustainable practices. This holistic strategy not only benefits individual communities but also sets the foundation for broader societal change, demonstrating the power of sustainable practices in driving community benefits and positive outcomes.

Waverley operates within a vast web of existing climate activity. They collaborate with other sectors to amplify collective impact. Their focus on community-level implementation is designed to complement this broader work, ensuring that communities are active participants and beneficiaries of larger-scale climate efforts that can grow exponentially past the end of WSF's spend-down.

The Opportunity

WSF is adding a Director of Learning and Evaluation to support their global program work.

In addition to the U.S., WSF has selected Brazil, India, Indonesia, Mexico, and South Africa as the countries in which they will support community scale climate action. These critical countries offer opportunities to build on successful community programs in renewable energy and natural farming; they cumulatively account for 30% of global CO2 emissions and one-quarter of the world's population: 2.1 billion people.

WSF's work will be grounded in practices of community-centered implementation, capacity building, and mobilizing public will. WSF will partner with local organizations with deep regional expertise to co-design programs that build community capacity and foster substantial climate action as well as enhance local capabilities, share knowledge, and amplify the impact of WSF's investments.

Director of Learning and Evaluation, Global will leverage best practices to build the learning and evaluation frameworks that will ultimately help shape the global strategy with a blend of lessons learned, impact evaluation, and insightful consultations with grantees and networks. The Director will also work to help strengthen learning for WSF's grantees and the field more generally, developing appropriate metrics and approaches for understanding and measuring global and community change.

The Director of Learning and Evaluation, Global reports to the Managing Director and will collaborate closely with the Head of Global Programs, as well as the Head of U.S. Programs and the Learning & Evaluation Director, U.S. This new position relies on strong strategy, collaborative co-creation, and leadership skills as well as an expert understanding of how to build an organizational learning culture that supports learning for the field, ongoing improvement of emergent program strategies, and impact.

This position is based in the San Francisco Bay Area, reporting to the office three days per week.

Priorities

Strategy:

- Ensure the development of a learning agenda that serves the field, communities, and local WSF grantee partners on the ground
- In partnership with the Managing Director, Heads of Global and U.S. Programs, and U.S. Learning & Evaluation Director, identify key learning questions and measurable goals that will inform strategy development, guide programmatic decision-making, and ensure that insights are integrated into

ongoing efforts to maximize impact

- Design and implement a comprehensive learning and evaluation framework based on the right key learning questions, audiences, timing, and goals

Learning:

- Develop and facilitate appropriate training and learning opportunities for reflection and refinement of strategies based on data insights and findings
- Translate complex data into various forms of written and oral reports, communications pieces, and tools; work closely with partners to develop effective dissemination channels and strategies
- Help refine the due diligence process in WSF's grantmaking using results from global and domestic learning frameworks
- Foster a culture of learning, inquiry, experimentation within the Global Program and with partners, as well as across WSF
- Contribute to the broader philanthropic field by sharing insights and lessons learned from WSF's spend-down model

Impact:

- Guide dynamic and fast-paced program approaches with right-sized and just in time support, coaching on issues and questions as they arise
- Bring innovative approaches to incorporating evaluation and learning processes into program design and assessment of intersectional impacts
- Oversee process for data collection and analysis, including identifying and managing external research and evaluation partners to support partners with varying levels of evaluation capacity
- Develop, implement, and advise on tools and systems for tracking and measuring the impact of WSF's global grantmaking initiatives

Who You Are

WSF seeks a seasoned learning and evaluation professional who brings at least ten years of experience designing strategic learning frameworks and informing strategy through effective measurement & evaluation processes. The ideal candidate brings specific expertise in measurement and evaluation with a preference for work in global climate and/or environmental programs.

The Director must be comfortable working in a busy, start-up environment and enjoy building from the ground up. With WSF's focus on grantee, community, and field building, ideal candidates need excellent relationship, communications, and listening skills with deep curiosity about programs and partners.

With a client-service orientation, the ideal candidate will be a thought partner with WSF leadership to help frame and guide the learning agenda, strategic choices, and be responsive to the learning and evaluation needs of the Global Program team and grantees. The ideal candidate will thoughtfully balance a desire to listen and learn,

while also bringing informed perspectives on best practices in community-centered evaluation and learning for a global context.

Deep and broad M&E expertise is required to support the learning framework development. Candidates should be proficient in applied traditional learning methods, as well as the analysis and synthesis of quantitative and qualitative data in complex, intersectional issues. The Director will be highly adept at going beyond the numbers, translating data and trends into actionable insights that inform strategic decision-making. An innovator's mindset and openness to adapting and developing methodologies to meet communities, geographies, and evolving programs is essential for this role.

The Director must be an outstanding implementer with the self-motivated drive, resourcefulness, and the skills to manage and execute on competing priorities and concurrent workstreams. This incoming Director must also be successful working in matrixed environments that require effective collaboration, proactive information sharing, and the ability to manage and motivate through influence.

Key Attributes for Success at WSF

- Passionate about advancing equitable and transformative solutions to the climate crisis and to communities.
- Adaptable to changing needs of a small organization and accountable for deliverables.
- Familiarity with global climate movements and an ability to work across cultures and geographies. Experience in the global south is an asset.
- Humble and open to differing views and perspectives.
- Intellectually curious, eagerness to stay current on news, research, and trends in their field.
- Able to break down barriers to getting things done, while always operating with unassailable integrity.
- Willingness to pitch in where and when needed.
- Low drama, good humor, and joie de vivre.

Compensation

Salary: This position offers a salary range of \$200,000 - \$300,000. The exact offer will be determined by a variety of factors such as the candidate's individual skills, qualifications, and experience relative to the requirements of the role.

Benefits: In addition to salary, this position includes a comprehensive benefits package that includes health, dental, and vision insurance, 401(k) plan with employer match, paid time off, and other perks.

Location: This is a hybrid role based in San Francisco, with an expectation of working in-office three days per week.

To Be Considered

Please submit your resume and cover letter expressing your interest in the position and fit for the role via the [Become a Candidate](#) button. Letters may be addressed to Melissa Merritt.

Applicants applying by Monday, November 25th will be given priority consideration, with the position open until filled.

GoodCitizen has been exclusively retained by Waverley Street Foundation to lead this search. For questions, please contact:

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