

MEASUREMENT, EVALUATION & LEARNING DIRECTOR

Location: Remote
Reports to: COO

Hours per week (average): Full time
Overtime Status: Exempt

We Mean Business (WMB) is a global coalition of nonprofit organizations, working with the world's most influential businesses to take action on climate change. We are seeking a highly motivated and experienced Measurement, Evaluation and Learning (MEL) professional for the MEL Director role. The MEL Director will be responsible for ensuring WMB's portfolio of work is driven by an evidence base and is measurable, with a goal of driving tangible results from its grantmaking. Reporting directly to the COO, the MEL director will produce timely and high-quality reporting to WMB leadership and funders on the coalition's performance. The MEL Director is a key leadership role within the WMB Secretariat and is a full time and remote position, considered exempt for overtime purposes. Competitive compensation and benefits commensurate with experience.

RESPONSIBILITIES & TASKS:

- ▶ **Update and refine the current framework:** Reflecting best practices in impact measurement, develop and oversee a clear process to execute the framework, delivering clear and usable outputs and determine what tools are best suited to execute on MEL. This is particularly important at the start of new grants.
- ▶ **KPIs:** Lead analysis on impact metrics track against our 2025 KPIs, to be revisited regularly. Analysis will inform our work going forward and be an important part of our annual review and work plan.
- ▶ **Measurement:** Refine and strengthen existing nested measurement metrics, data tracking and monitoring (long term "north star" goals by system, 2025 KPIs, 2-3 year Signals of Change, 1-2 year subgranted program KPIs and outcomes). Refine this approach to identify if and how we are moving towards the north stars both as a secretariat and as a coalition. This is important for reporting and planning.
- ▶ **Tracking:** Work closely with the transformation team and coalition staff to align impact and KPIs and to have a useful process for measurement and reporting of impact via direct action by companies and/or policy shifts based on company commitments and actions.
- ▶ **Evaluation:** Shape and lead evaluation projects with third party consultants as deep dives to explore key impact questions to help strengthen the effectiveness of our work and theory of change. For example, are companies taking action against their commitments; what is the coalition's unique contribution; are we seeing progress against various other commitments and policy changes?
- ▶ **Learning:** Build and guide a more structured process for efficient cross-sectoral review of our work. Fosters a rich learning culture to help teams be insight-driven, adapt and more effectively leverage funding.
- ▶ **Reporting:** Leads development of data and insights to be featured in funder reporting, delivering clear impact assessments of the coalition's work in biyearly reports.
- ▶ **Leadership:** Lead collaboration and partnership on accountability within the coalition and with MEL teams in the funder community.



EDUCATION:

- ▶ Masters or other advanced degree in relevant field

EXPERIENCE:

WMB seeks an accomplished, seasoned MEL leader with an urgency to act and a passion about the essential role data and analysis play in advancing climate action via radical collaboration and ground-breaking philanthropy.

- ▶ >10 years of experience in the MEL field and should possess a good understanding evaluation approaches in climate change
- ▶ Demonstrated experience and proven results in developing, implementing and managing a broad variety of quantitative and qualitative monitoring programs and evaluation projects; should possess a robust knowledge of data analysis techniques
- ▶ Exceptional project management, prioritization and planning skills, with demonstrated success producing high-quality deliverables on time and within budget
- ▶ Demonstrated success in processing complex information and presenting concise conclusions
- ▶ Demonstrated experience in developing an organizational results-oriented learning culture
- ▶ Experience with data visualization is a plus

SKILLS:

- ▶ Adept at setting clear and challenging goals, and committing the organization to improved performance
- ▶ Tenacious and accountable in driving results, yet flexible and open-minded to new approaches
- ▶ Demonstrated management and leadership skills necessary to work across teams and organizations
- ▶ Effective written and oral communication skills
- ▶ Strong intellectual curiosity; inquisitive and solves problems with bold, thoughtful, and active approach to monitoring and grantmaking
- ▶ Ability to convene, mediate and facilitate discussions among senior stakeholders
- ▶ A partnership mindset and service mentality; naturally connects and builds strong relationships with diverse internal and external audiences, demonstrating strong emotional intelligence

Submit a cover letter and resume to
jobs@wemeanbusinesscoalition.org, with subject line
MEL Director Application – YOUR NAME.
Applications will be considered starting on a rolling basis.

Hiring Statement: We Mean Business Coalition is a project of New Venture Fund (NVF), a 501(c)(3) public charity that incubates new and innovative public-interest projects and grant-making 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 identity, sexual orientation, national origin, political affiliation, ancestry, age, disability, genetic information, veteran status, and all other classifications protected by law in the locality and/or state in which you are working.

