Company:	**Facente Consulting**
Position:	**Evaluation Consultant**
Salary:	**$106,090 to start**
FTE:	**Full-time**

Position Overview

Facente Consulting is a woman-owned consulting firm headquartered in San Francisco's East Bay, specializing in providing public health-related professional services to health departments, other government agencies, nonprofits, universities, coalitions, and collaborations. Our mission is to support our clients to improve health and wellness by helping them understand, implement, and tell their story. We are seeking an Evaluation Consultant to join our team - someone who is passionate about public health, values the wisdom of communities, and wants to apply their skills and experience to advancing health equity for under-resourced populations. **We strongly encourage people of color and people with lived expertise in communities affected by health inequities to apply.**

The Evaluation Consultant's primary role will be to lead a variety of evaluation projects, ranging in complexity, length, subject matter, and methodologies, initially under the guidance of senior managers, with increasing independence. The Evaluation Consultant may have specialized skills and knowledge (e.g., in a subject matter area, or in a particular evaluation method), but must be versatile in that they can lead and/or contribute to a variety of mixed-methods evaluation projects for a range of organization types and public health subject matter. Ideally, they will also be familiar with Results Based Accountability (RBA) and be either highly proficient in RBA or interested in deepening this skillset.

This position is a full-time regular exempt (salaried) position.

Job Description

- Lead multiple simultaneous evaluation projects "end-to-end" of varying sizes, complexity, and subject matter, including guiding overall vision and providing direction and guidance to project team members
- Exercise project management and strategic decision-making skills – i.e., implement and manage the project plan to stay on task and timeline, while also assessing and synthesizing multiple points of information (e.g., primary data, stakeholder perspectives, political will, best practices) in a strategic way, and using that information to modify the project plan or approach as needed
- Design, plan, and implement mixed-method evaluations and RBA processes that are customized to meet the needs of each client
- Conduct quantitative and qualitative research, including instrument design, data collection, analysis, and report writing (e.g., literature reviews, key informant interviews, focus groups, surveys, epidemiologic data analysis)
- Manage, analyze, and use data to tell a story and inform program or policy decisions
- Prepare and deliver presentations, reports, and other client deliverables

- Apply health equity principles and an antiracist lens in project implementation
- Work effectively with a wide variety of stakeholders, including Executive Directors, Program Directions, Foundation Executives, clinical staff, public health professionals, researchers, clients of nonprofits, and community members
- Build and maintain rapport with company clients, through collaborative engagement and effective communication with project stakeholders
- Develop and maintain positive working relationships with coworkers and potential clients
- Provide ad hoc project support to projects led by others

Skills and Experience

Required Skills and Experience
- Minimum of 3 years of experience as a consultant, or in a role similar to that of a consultant (such as technical assistance/capacity building with autonomy over planning and implementation, or internal evaluator serving multiple programs or departments within an agency)
- Minimum of 3 years of experience with program evaluation, needs assessment and/or similar applied-research methods in public health programs
- Experience using quantitative and qualitative information to lead organizations in data-driven problem-solving and improvement processes
- Ability to make data accessible to lay audiences, and to translate findings into actionable conclusions and recommendations for public health programs
- Ability to write up complex evaluation findings and present data in an understandable way
- Ability to analyze a situation/context and propose strategic approaches and solutions
- Well-versed in health equity principles
- Willingness to engage in antiracism work on personal and organizational levels
- Comfort with supporting clients in clarifying evaluation questions and identifying strategies to use data to answer those questions in meaningful ways
- Ability to flexibly adapt project scope or activities in service of the client's evolving needs and goals
- Ability to move work forward independently, with general guidance
- Ability to maintain positive relationships with clients and coworkers
- Ability to multi-task in the face of competing priorities
- Strong presentation skills
- Proficient with MS Office applications (Word, Excel, PowerPoint) and web-based communication platforms (e.g., Zoom), and comfortable learning new technology
- Willingness to travel for in-person facilitation or project meetings (with COVID-19 protections in place as appropriate)

Desired Skills and Experience
- Experience using the Results-Based Accountability framework and the Clear Impact scorecard
- Experience working for or with a health department and/or a community-based organization
- Master's degree in public health or related field

- Fluent/native speaker and writer in one of the following: Spanish, Mandarin, Tagalog, or Vietnamese

Additional Information

- Facente Consulting is a virtual workplace, with no physical office. All of our staff work from their homes, but we work hard to foster a remote supportive team environment.
- This position may require local, state, and/or national travel.
- Our team is amazing. We are a remarkable group of people with a vast array of skills, unique perspectives and experiences, and a passion for public health practice and health equity. We are people of color and white allies; we are members of LGBTQ+ communities and straight/cis allies. We believe in work/life balance, and we also like to be upfront about the fact that certain projects sometimes require us to do short stints of intense work. To balance out this intensity, we encourage time off, and we gather twice a year in person as a team.
- The salary range for this position is $106,090 - $122,004. To ensure equity, the default starting salary is $106,090, which is reassessed at 6 months.
- Facente Consulting offers a benefits package with health, dental, and vision insurance, a flexible spending account, paid sick time, paid flexible time off (unlimited), long-term disability insurance, retirement, paid professional development opportunities, and more.

Application Instructions

People of color and people with lived expertise in communities affected by health inequities are strongly encouraged to apply. *We value the unique experiences, strengths, and perspectives that the applicant will bring to this position. Therefore, we will take into account not just academic training but also real work and life experience, engaging in a holistic review of each applicant's personal and professional experience, skills, and values.*

Please submit the following to JT Taylor, Talent Manager, at apply@facenteconsulting.com:

- Cover letter
- Resume/CV
- Two professional writing samples, at least one of which presents findings from a data analysis
- Three references with contact information (current or former supervisors or co-workers, professors or teachers, or other professional references welcome) (we will notify you before checking any references)

This position is open until filled.