Manager, Impact Evaluation and Learning
Position Description

The Opportunity

The Impact Evaluation and Learning Manager is responsible for measuring the Dodge Foundation's impact across programmatic investments, ensuring we have robust and up-to-date data and knowledge management systems so that our work is evidence-informed, adaptive, and high-impact. Activities include refining our approach to metrics and evaluation, helping shape the Foundation's research and learning agenda, and compiling and disseminating insights from our strategic work to staff, trustees, and the field. The Manager, Impact Evaluation and Learning will balance using rigorous, research-based evidence and data analysis tools with equitable approaches to learning to help the Dodge Foundation deepen its impact.

The Impact Evaluation and Learning Manager has a strong interest in supporting the Dodge Foundation's work to close the racial wealth gap. This role is ideal for someone who is adept and experienced in developing a broad view of trends and resources in the housing and economic stability and mobility spaces as well as digging into detailed qualitative and quantitative data and managing operational systems. Strong interpersonal skills and sound judgment are important, as the role involves coordinating with a variety of internal and external stakeholders to gather and synthesize information that integrates with program workflows and supports organizational learning.

The Manager is a natural connector, curious, and able to proactively identify themes across disparate data sets. The Manager is a strong verbal and visual storyteller with a keen ability to rigorously evaluate multiple learning and data points to tell a cohesive story, The Manager is a translator who engages in research, network building, and issues exploration and can effectively communicate across different audiences and stakeholders.

Internally, the Impact Evaluation and Learning Manager works collaboratively with team members to understand, analyze, and develop solutions to support issue-area learning across the Foundation's priority strategies and communities.

Key Responsibilities

Monitoring, Evaluation and Learning

- Develop and implement systems, tools and frameworks to measure and track the progress and impact of the Dodge Foundation's grants and investments at the organization and community levels.
- Act as a thought leader for the foundation with respect to trends in addressing wealth inequity, housing, and economic mobility.
- Regularly monitor and synthesize metrics to generate insights and opportunities to replicate or adjust strategies.

- Translate technical evidence into clear recommendations for program design and decision-making.
- Build tools, dashboards, and visual storytelling methods that help internal teams and external stakeholders understand progress.

Collaboration and Cross-Functional Work

- Work closely with program teams to align strategy and implementation.
- Support due diligence, reporting, and stakeholder engagement by producing compelling, data-driven narratives of impact.
- Contribute to internal learning and improvement by sharing findings and strengthening data practices across teams.

Key Competencies

A successful applicant will possess the following:

- Strong analytical and research skills, with experience reviewing evidence and estimating intervention impact.
- Experience managing performance tracking systems.
- Ability to manage datasets, clean and structure inconsistent data, and derive actionable insights.
- Experience with data visualization, dashboards, and data management tools.
- Excellent written, verbal, and visual communication skills, especially in explaining complex concepts clearly.
- Strong interpersonal skills and good judgment, with the ability to collaborate across teams and develop systems that align with program workflows.
- Comfort working both independently and collaboratively in a hybrid work environment.
- Familiarity with New Jersey, including our priority communities of Newark, Paterson, Trenton, Camden, and Atlantic City.
- Experience working with government data or in policy evaluation.
- Comfort working in dynamic environments with multiple priorities.
- Experience working with a broad range of diverse partner organizations and individuals.
- Ability to travel in and around New Jersey, with occasional longer trips as needed. The Dodge Foundation operates on a hybrid schedule, with staff working in our office three days per week and remote two days per week.
- A bachelor's degree or equivalent experience.

About Us

At the Geraldine R. Dodge Foundation, we envision a just and equitable New Jersey where people of all races and communities have equitable access to opportunities to thrive. Through grants and other critical investments, the Dodge Foundation works to advance economic equity and justice for all New Jerseyans by closing the racial wealth gap in the Garden State. While there are many layered factors that affect the current racial wealth gap in New Jersey, research consistently shows that two of the most powerful drivers of wealth building—and, therefore, of closing the racial wealth gap—are housing and pathways to homeownership and pathways to economic security and mobility. The Dodge Foundation dedicates its time, energy and resources to advancing interventions through these pathways. While we do provide support to statewide organizations, we are particularly focused on five communities across New Jersey: Atlantic City, Camden, Newark, Paterson, and Trenton.

Compensation and Benefits

The salary for this position is in the range of $80,000 and $110,000 depending on the candidate's experience and skills. The Foundation also offers a full and competitive benefits package that includes full medical and dental insurance, generous retirement contributions, paid medical and parental leave programs, professional development, cell phone reimbursement, and 20 days of vacation for full-time employees.

To Apply

Please submit your application to jobs@grdodge.org. Your cover letter should outline your interest in the role and how you feel your experience is a match.

We will accept applications on a rolling basis until filled.

The Geraldine R. Dodge Foundation values a diverse workforce and an inclusive culture. We employ qualified people without regard to: race; color; religion; sex; national origin; age; ancestry; disability; sexual orientation; pregnancy or breastfeeding; veteran or military status; marital status; civil union or domestic partnership status; arrest record; citizenship; credit history; genetic information; gender identity or expression; status as a victim of domestic violence, sexual violence, or stalking; or any other characteristic protected under federal or state law.