



Director of Research and Impact

The HOW Institute for Society is a non-profit organization whose mission is to build and nurture a culture of moral leadership, principled decision-making, and values-based behavior that enables individuals and institutions to meet the profound social, economic, and technological changes of the 21st Century to elevate humanity. We are committed to creating an environment where all are welcomed and respected, and where everyone can achieve the highest level of excellence in their work

To carry out this critical mission, The HOW Institute is looking for a Director of Research and Impact, who will be responsible for creating and implementing the organization's research agenda and impact assessment strategy. This work will include designing and implementing use-inspired research studies – from the expected to the ingenious – as well as developing and testing relevant tools to measure, evaluate, and convey the Institute's impact. The successful candidate will be grounded in scientific approaches and motivated by outcomes and impact at scale.

Impact Strategy & Research Agenda

The Director will work collaboratively with the Institute's senior leadership and team to develop an organization-wide impact measurement and assessment strategy.

- Support the development and evolution of the theory of change for how the Institute's programs, research and activities can create mission-aligned impact and metrics at scale
- Develop research goals and objectives that support the theory of change and are met both through the Institute's own research projects and through research partnerships
- Keep abreast of emerging research related to the Institute's impact goals and seek to support and apply that research for the good of those goals when appropriate
- Conceptualize and manage execution of reports that raise awareness of the Institute and the HOW philosophy.

Metrics as a Change Agent

The HOW Institute's belief is that what you choose to measure is a representation of your values. Therefore, metrics can serve to spark and create change in our world. With that in mind, the Director will:

- Conceive and prioritize projects to develop and disseminate metrics, frameworks, and standards whose widespread adoption can help to scale moral leadership practices, values-based behavior, and principled decision-making
- Develop research partnerships in alignment with the Institute's overall goal and objectives for impact

- Lead the development of data and measurement products that other organizations can adopt to drive the growth of moral leadership practices, values-based behavior, and principled decision-making within their ecosystems

Program Evaluation

The Director will work with all program teams to ensure data gathering and evaluation systems are in place and that each program is continually improving and ultimately meeting their intended impact goals and objectives.

- Oversee data collection, entry, and quality
- Analyze and synthesize quantitative and qualitative data and create systems for using data to provide ongoing feedback and support for program improvement
- Conduct program observations, interviews, surveys, and focus groups
- Implement and manage internal systems for conducting ongoing outcomes measurement and assessment
- Design and develop evaluation plans, choosing the most effective methodologies, instruments, and resources, and summarize and present findings

Qualifications & Expectations

- Commitment to high ethical standards
- Advanced degree in a relevant field of study
- 7-10 years demonstrated experience and expertise in putting applied research to use to create social innovation and change outside of an academic context
- Five to seven years of senior management experience
- Proven ability to build and manage high-performing teams, programs and budgets
- A curious self-starter with a proven track record of diving into unknown territory and learning new concepts
- Experience developing and managing collaborations and partnerships for research, metrics, and assessment endeavors
- Outstanding analytical ability and advanced statistical knowledge with the ability to analyze qualitative and quantitative data and extract relevant insights
- Exposure to and a strong interest in moral philosophy
- Excellent interpersonal skills, and a proven ability to build trust with senior leaders and peers
- Ability to work in a fast-paced, mission-driven environment
- Ability to produce high-quality deliverables on time and within budget
- Excellent written and oral communication skills, with the ability to articulate a clear and concise point of view on complicated issues
- Facility with data visualization and creating compelling data narratives that are accessible to many different audiences
- Strong project management skills and attention to detail

Additional Details

- Position located in New York, NY; currently remote due to COVID-19 pandemic
- Salary range \$150K-\$175K commensurate with experience
- Comprehensive benefits including health, dental, life, LTD & STD Insurance and 401(k) .
- Applicants need to be eligible to work legally in the United States

To apply please submit a cover letter and resume to hr@thehowinstitute.org.