Job Announcement

Organization: Colorado CASA (Court Appointed Special Advocates)
Position: Data and Evaluation Manager
Status: Full-Time
Reports to: Executive Director

About CASA:
Court Appointed Special Advocates (CASA) is a national advocacy model where volunteers advocate on behalf of children who have experienced abuse or neglect.

Colorado CASA
Colorado CASA is an independent 501(c)3 membership organization with a vision that every child in Colorado has a voice and a hopeful future. The mission of Colorado CASA is to strengthen local CASA programs and advocate for children in the child welfare system.

Local CASA programs
There are 18 local CASA programs in Colorado, serving 18 of the 22 judicial districts. While each program words their mission and vision slightly differently, they all have the same core model, which is to recruit, train and appoint community volunteers to advocate for children who have experienced abuse and neglect. CASA volunteers (CVs) work closely with families and case professionals to ensure children's needs, strengths and best interests are represented in court.

Summary of Role:
This is a statewide leadership role responsible for designing and implementing data and evaluation activities for Colorado CASA and the 18 local CASA programs in Colorado.

The successful candidate is experienced with program evaluation, data management, and analysis. They are familiar with social determinants of health, the risk and protective factors framework and/or have a background in public health, nonprofits, child welfare, or other social sector settings. They are a relationship-builder, who enjoys working with a variety of stakeholders including local program staff, board members, community volunteers and child welfare partners.

This is a role for someone who has a strong foundation in data and evaluation, and the people skills to translate for mission-driven nonprofit professionals. You will spend some days deep in data analysis and

others presenting to a board of directors, leading a data training, or facilitating a Data Leadership Committee (DLC) meeting.

This role will be three years old as of December 2021, thus there is plenty of room to bring new vision and impact to our statewide data and evaluation strategy. In addition to maintaining and improving current data and evaluation protocol, this role is charged with increasing staff capacity to use data, diversify data sources, and improving data quality and storage.

We are looking for someone able to work independently in a highly collaborative way. While day-to-day work is largely independent, the priorities of the role are driven by input from the 18 local programs, and the communication with NCASA, child welfare partners, and other stakeholders is critical for success.

Work Environment: This is a remote position, with in-person meetings and travel required within Colorado. Colorado residency is required. The position reports to the Colorado CASA Executive Director. Enjoy the flexibility of working from home and the connection of regularly traveling within Colorado to visit local programs and attend in-person meetings.

Primary Accountabilities:

Data collection, management, and dissemination:
- Manage Child Wellbeing Survey data collection, involving the 4500+ children, 2300+ volunteers and staff from the 18 programs
- Administer yearly needs assessment and satisfaction survey
- Clean, analyze and synthesize data results using R, Stata, SAS or other statistical packages
- Develop systems to organize and link longitudinal data for children
- Translate data results for variety of stakeholders and share via reports, presentations and activites
- Manage and enhance data visualizations in Power BI for use by the 18 local programs
- Improve data management practices considering safety and confidentiality of data and ease of use/access

Planning and evaluation:
- Lead the Data Leadership Committee in planning yearly data and evaluation activities
- Support Colorado CASA leadership, board, and other committees with their planning and evaluation
- Support local programs with their own planning and evaluation as requested and able

Capacity building:
- Develop and administer training to increase programs' capacity to use data
- Support local programs with data and evaluation, including orienting new staff and holding regular opportunities for staff to learn about and use their program data

- Support the Best Practices Committee, including maintaining and updating statewide data policies manual

This position also has opportunities to join National CASA and statewide child welfare committees, and attend and present at conferences.

Competencies:
- Experience evaluating programs using quantitative and qualitative data analysis methods
- Competent with statistical analysis software such as R, Stata, or SAS
- Experience with outcomes and impact evaluation methods
- Experienced designing and administering surveys
- Proficient with Excel
- Demonstrated ability to work independently and collaboratively
- Comfortable public speaking, including leading trainings for a range of audiences
- Able to translate data and write user-friendly presentations and evaluation reports
- Able to facilitate meetings and build consensus around plans and priorities

Preferred:
- Experience working with longitudinal, multi-site data set
- Knowledge and understanding of the child welfare and CASA organization; CASA experience preferred
- Training and experience in facilitation
- Experience with Power BI or similar data visualization tool

Education: Master's degree in evaluation, public health, public policy or similar preferred, however candidates will be chosen based on combination of education, experience, recommendations, and fit with team.

Compensation: 60 -70K based on experience. Benefits include health and dental insurance and a generous PTO policy.

To apply: Email cover letter and resume to Tisa@ColoradoCASA.org

Colorado CASA is committed to equal opportunity employment and does not discriminate against employees or applicants because of age, race, color, creed, ethnicity, national origin, religion, gender, sexual orientation, gender expression, disability, genetic information, veteran or marital status, or any other basis prohibited by law.