



Philadelphia Youth Basketball
Impact and Evaluation Manager
Job Description
Aug 20, 2021

Organizational Overview

Philadelphia Youth Basketball, Inc. (PYB) was officially launched in June, 2015, with a mission to create transformative opportunities for thousands of young people, especially those from under-resourced families and communities, to reach their full potential as students, athletes, and positive leaders. A diverse and impassioned group of individuals, including leaders from the grass-roots to the tree-tops, have been working diligently to execute upon this mission by building an impactful program, a robust and sustainable organization, and ultimately a state-of-the-art youth basketball and education center to enable us to provide empowering experiences to many more children, youth, and families.

Primary Scope of Duties

The Impact and Evaluation Manager is pivotal in collecting and analyzing data needed to tell the story of PYB's implementation and impact. Specific accountabilities include:

- Data Collection, Measurement, and Evaluation
 - Lead the implementation and management of key performance measurement tools such as HelloInsight, SurveyMonkey, Interviews, etc.
 - Design and manage a central database and/or dashboard to collect and track program performance data.
 - Analyze evaluation data to inform cycles of continuous improvement for existing programs and lead the research and implementation of new evaluation methods as new programs are launched.
 - Collaborate with all functions across the organization, including Development, Marketing, and Program, to help PYB become best-in-class at collecting data, measuring performance, and driving impact.
 - Prepare summative findings for each program and present to staff team, board, and funders as required.
- Program Model Design
 - Shape the next generation of PYB program offerings by developing and/or refining existing logic models for each intervention, including researching best practices in new areas of service.
 - Assist program management with using data to improve their practice and overall program delivery.

- Regularly refresh PYB’s off-court academic enrichment modules to ensure they remain relevant and achieve the desired impact based on evaluation findings.
- Staff Training
 - Source relevant professional development materials aligned to each program’s logic model to ensure program delivery staff are trained and well positioned to drive program impact
 - Identify the right partners, when necessary, to help train PYB’s coach-mentors deployed for each program
 - Maintain and share up-to-date knowledge of local, state, and federal guidelines, policies, and best practices governing sport based youth development work.
 - Source best-practices, findings, logic models, ToC (etc.) to the whole staff team, program staff, board of directors, volunteers, etc.

Desired Knowledge, Skills, and Dispositions

- As a pivotal role in PYB’s evaluation approach, at least 3-5 years of experience in the evaluation field and a demonstrated interest in social impact is preferred.
- Bachelor's degree required. Strong preference given to candidates with degrees in Education or other Social-Science related degrees.
- Saavy in evaluation methods and analysis
- A rock star at ‘cracking the code’ in the data behind the story of PYB’s programs
- Communicates well with a variety of different internal and external stakeholders
- Proudful attention to detail, a robust work ethic and commitment to individual and organizational excellence
- A deep curiosity and love of learning, and a growth mindset for personal and organizational development
- Understanding of adolescent development and adult pedagogy
- A genuine comfort level with diverse communities
- Exceptional time management skills

Compensation and Perks

This position will have a salary range of \$50,000 - \$60,000 commensurate with experience. There will be potential for a modest annual bonus and a double-digit percentage salary increase based upon individual job performance and organizational growth.

Company benefits include 401(k) deferred contribution plan, paid holidays, and paid time off. An employer provided retirement contribution will not be included. Health benefits are provided to salaried employees (not spouse or children) who do not have access to health coverage under the plan of a parent or guardian under the Affordable Care Act.

PYB prides itself on being a supportive workplace dedicated to employees’ personal and professional growth through mentorship, feedback, professional development opportunities, stretch assignments, and access to staff and board meetings.

To Apply

Applicants should email a cover letter and resume by no later than September 10, 2021, to the attention of:

Office of Human Resources

employment@phillyyouthbasketball.org

Human Resources Manager

klafferty@phillyyouthbasketball.org