



# Impact, Learning and Evaluation Director

## Latin American Leadership Academy (LALA)

November 2024

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### About LALA

Latin American Leadership Academy (LALA) is dedicated to transforming Latin America by developing a new generation of ethical, innovative, and impact-driven leaders. We aim to find and nurture tens of thousands of entrepreneurial leaders from diverse backgrounds to build a continental community committed to solving the region's most pressing challenges.

In over six years, LALA has reached more than 2,600 young leaders from 17 countries, with 70% coming from underrepresented backgrounds and 70% female representation! Our alumni have launched over 500 social impact projects, benefiting 200,000 people. Backed by prominent leaders and foundations, LALA continues to expand its impact and reach – now with its first in-country Hub launched in Brazil.

#### LALA Global:

After six years of operations in multiple countries across Latin America, LALA is changing its business model. We envision a vibrant network of place-based, independent 'LALA Hubs' across Latin America, with its first in-country Hub in Brazil, and others to follow. Collectively, these Hubs will amplify LALA's impact, while LALA Global (the umbrella network entity) accelerates growth, promotes collaboration and shared learning, fosters innovation, and ensures that our core values and foundational principles are shared.

Current state of LALA's ILE strategy: We aim to measure our immediate and long-term impact on LALíderes, as well as the larger indirect and systemic impact we are creating through them. To date we've measured our impact through a combination of surveys (both quantitative and qualitative measurements) and long-form interviews and storytelling. We recently completed our first external impact assessment in partnership with 60 Decibels and began piloting a Participatory Action Research methodology, training LALíderes to lead our impact measurement efforts.

We know we can do more and are excited to take our efforts to new heights in partnership with our Impact, Learning and Evaluation Director. Some strategies we are considering include:



- i.) Arriving at an SROI measure that can incorporate our indirect impact through LALíderes,
- ii.) Capturing LALA's impact on social mobility and lifelong earnings,
- iii.) Mapping LALA's impact on LALíderes' network growth, and what impact this has on them,
- iv.) Leveraging existing measures of critical thinking, social emotional learning, leadership, etc., to track LALíderes' growth over time,
- v.) Lifelong longitudinal studies (à la Harvard Study of Adult Development), and
- vi.) Regression studies to single out the impact of different elements of our model.

In pursuit of these goals, we plan to explore i.) partnerships with universities and research organizations, and ii.) leveraging AI and other emerging technologies to enable our ILE strategy at scale. If useful, consult our current version of our Theory of Change (which we would love to simplify with our ILE Director!) to get a better sense of what we are trying to achieve, and how this role's leadership could be essential to chart the right path forward!

## The Role

<b>Role:</b>	Impact, Monitoring and Evaluation Director
<b>Location:</b>	Remote, with 20% travel time within Latin America and International; time zones need to align with Latin America.
<b>Type:</b>	Full-Time, One-year contract with potential for renewal
<b>Salary:</b>	\$3,000 - \$4,500 USD (commensurate with experience) + additional benefits (including health insurance, financial support, compensated non-working days, and ad hoc professional development opportunities.)



## Job Summary

LALA is looking for an outstanding and experienced Impact, Learning and Evaluation (ILE) professional who will both lead and execute the development and implementation of a comprehensive monitoring, evaluation, and learning strategy to assess and enhance the effectiveness of LALA's programs. This individual will need to be both strategic and hands-on, actively executing tasks, solving problems, and making things happen in a dynamic environment that will require working with many internal and external stakeholders.

Candidates must be fluent in English, and due to the region of engagement and the requirements of the position, candidates should also be able to converse and write in either Spanish or Portuguese.

The ideal candidate is a like-minded individual who shares LALA's mission to drive positive change in Latin America. They are passionate about youth development and believe that the solutions to our most challenging socio-economic issues lie in developing the abundant talent we have in the region. The ideal candidate will also be data and tech driven, excited about working closely within the LALA Global team and collaboratively across the LALA Hubs to ensure alignment, leverage global support, and share best practices across the region. The ILE Director will report directly to, and work closely with, the Co-Founder & Executive Director of LALA Global, David Baptista, and start with one analyst on their team.

## Responsibilities

### 1. Develop and Implement ILE Strategy:

- Lead the development and execution of a strategic ILE framework aligned with LALA's mission and goals that tracks, assesses and enhances the effectiveness of LALA's initiatives.
- Establish key performance indicators (KPIs), evaluation methodologies, and learning mechanisms.
- Implement robust monitoring systems to gather real-time data and evaluate program impact.
- Foster a culture of continuous learning and improvement within the organization.

### 2. Data Architecture:

- Oversee the development and execution of a comprehensive data architecture that is strategically aligned with our business and impact objectives.
- Promote a culture of data-informed decision-making throughout the organization, fostering accountability and transparency in program evaluation and strategic planning.
- Oversee data management, ensuring robust standards for storage, integrity, organization, migration, accessibility, security, efficiency, backup, and disaster recovery.



- \*(Note: the ILE Director does not need to be an expert on these data protocols, but must be willing to learn the basics, consult experts, hire external services (if needed), guide a data analyst, and oversee data and technology operations.)

### **3. Impact Management and Capacity Building:**

- Develop and implement strategies for managing and measuring the impact of LALA's work, ensuring alignment with organizational goals and objectives.
- Provide ongoing support and expertise in applying data and technology tools to ILE initiatives within LALA Global and its in-country hubs.
- Promote a data-driven decision-making culture within the organization.
- Design and implement training programs to enhance the technical capabilities of team members at LALA Global as well as LALA's' in-country hubs.
- Upskill LALA Hub teams and advise on the needed data architectures, data-gathering processes, etc., to facilitate the creation of shared ILE infrastructure.

### **4. Leadership and Team Development:**

- Build and lead a high-performing ILE team, encouraging continuous learning, adoption of new technologies, and a culture of experimentation to enhance impact assessment.
- Provide ongoing support and guidance to ensure effective and consistent ILE implementation across LALA Global and the Hubs.
- Collaborate with global and local teams to ensure alignment and leverage shared resources and best practices.

### **5. Stakeholder Engagement:**

- Engage with key stakeholders, including different LALA teams, donors, partners, and board members, to align with organizational objectives.
- Communicate ILE insights and progress to internal and external stakeholders, supporting the process of global Thought Leadership of LALA.
- Represent LALA in relevant networks, events, and media appearances.

### **6. Support Fundraising and Partnership efforts through ILE Insights and Robust Data:**

- Work closely with the Development and Strategic Partnership team to ensure that ILE insights and data support fundraising, donor retention, and partnership development efforts.
- Provide specialized expertise in designing ILE-related projects that can be strategically marketed to target donors interested in offering restricted funding for institutional strengthening and ILE initiatives.
- Collaborate in the early stages of new project development to design impact metrics that align with potential funder interests and with our desired impact, ensuring that ILE



frameworks are in place from the outset to capture the right data for fundraising and reporting purposes.

- Collaborate on the development of compelling narratives that showcase LALA's impact and drive donor and partner engagement.
- Collaborate with the Development and Communications teams to produce LALA's Annual Reports.

## Qualifications

### Technical Skills:

- Advanced proficiency in data analysis and visualization tools (e.g., CRMs like Salesforce, Looker Studio, R, Python, Power BI, SogoSurvey, Typeform, Google Sheets, Microsoft Excel, etc.).
- Strong analytical skills with a proven ability to apply both quantitative and qualitative methods to drive ILE insights and improvements.
- Demonstrated aptitude for technology with strong troubleshooting and problem-solving skills.
- Proven experience in developing and implementing strategic ILE frameworks within philanthropic, non-profit, or relevant private-sector contexts.
- Experience in impact management, assessment, and measurement processes to drive data-informed decisions.

### Management Skills:

- Proven ability to build, manage, and upskill high-performing teams to achieve ILE objectives.
- Strong communication skills, with the ability to convey complex information to diverse audiences.
- Exceptional project management skills, with a focus on meeting commitments aligned with organizational goals.
- Proficient in implementing innovative solutions within budget and mindful of resource limitations.
- Experienced in engaging and collaborating with various stakeholders across complex environments, from senior leaders to program teams, global offices, and external partners

### Personal Traits:

- Resilient, hard worker, with end-to-end ownership mindset over their work.
- Rapid, curious learner. Open to experimentation, humble, "leaves ego at the door"
- Strong commitment to equity, diversity, and inclusion.
- Ability to work both independently and collaboratively, demonstrating high ethical standards and respect for team contributions.



- Intrinsically motivated by excellence and impact, balancing high performance with self-care and empathy.
- Prioritizes organizational impact, team success, and continuous learning over personal recognition.
- Takes full ownership of work with high standards for quality and a keen eye for detail.

#### **Experience:**

- 7+ years of experience in impact measurement, business analytics, data architecture, and team development.
- Demonstrated track record of building and leading high-performing ILE systems/processes.
- Must be fluent in English; strong Spanish and/or Portuguese proficiency.

#### **Preferred Qualifications:**

- Proficiency with APIs, integrative software (e.g., Zapier), and data warehousing; experience with BigQuery strongly preferred.

## **How to Apply**

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format:

First Name-Last Name-Documents Name-Date-LALA (e.g., John-Jones-CV-1124-LALA)

### **Timeline**

**Closing Date:** xx December 2024

### **Selection Process:**

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.



## Join Us:

Be a part of a mission-driven organization committed to transforming Latin America through leadership development. Together, we can create lasting impact and drive systemic change in the region.

## Notes on Diversity, Equity, Inclusion, Accessibility, and Belonging:

Diversity and inclusion are fundamental values at LALA. Given the history of elitism, racism, sexism, homophobia, discrimination (and much more) in Latin America, we aim to do things differently through LALA and at LALA. We value diversity of identities, lived experiences, abilities, perspectives, and worldviews. We believe that diversity will make us stronger and smarter. We know that our diversity will inspire more young Latin Americans to aim higher.

Therefore, we encourage interested candidates from identities and communities that have been historically underrepresented in leadership positions to apply for this and all other roles at LALA even if they do not meet some of the criteria outlined above!

## Questions:

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email the Lead Consultant, **Jennifer Chumacero**, [jchumacero@oxfordhr.com](mailto:jchumacero@oxfordhr.com).

## About Oxford HR

Exceptional leaders can inspire change and propel purpose-led organisations towards reaching their world-changing goals. Finding such leaders can be a challenge; and yet their transition into leadership is vital to an organisations mission and success.

Oxford HR is a global leadership consultancy dedicated to searching for and supporting remarkable leaders and teams in purpose-led organisations.

We understand the nuances of purpose-led leadership because we've worked in organisations across the breadth of the sector ourselves. We've also worked with such organisations since 1995; so we appreciate just what benefits impactful people can bring.