



## Director of Healthy Futures Impact

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### Purpose

As a catalyst for positive social change, ServeMinnesota moves research to practice and deploys the people power of AmeriCorps to meet critical needs in Minnesota. This leadership role is pivotal in shaping our AmeriCorps program design, impact evaluation, and continuous improvement efforts. The successful candidate will be responsible for managing two staff members dedicated to improving access to housing security and peer recovery support AmeriCorps programs, leading the strategic decision-making process for program activities, and defining key outcomes that drive program success.

### Equity in Action

The Director of Healthy Futures Impact demonstrates self-awareness by providing examples of how their own social identities impact others and influence our roles, distinguishes between equity and equality, and displays commitment to creating an inclusive environment. The Director shows ability to identify cultural similarities and differences and adapt behavior as needed to be effective in their work.

### Essential Job Functions

1. **Program Design and Strategy:** Lead the development and improvement of AmeriCorps programs focused on Healthy Futures—including housing security and peer recovery support—ensuring that they align with ServeMinnesota's mission and the needs of our communities.
2. **Outcome Definition:** Work with internal and external stakeholders to define clear program outcomes and monitor progress towards achieving them, demonstrating the impact of our programs on our intended recipients.
3. **Impact Evaluation:** Design and oversee the evaluation of program activities to measure their effectiveness—applying various levels of rigor—and provide evidence-based insights that support program improvement and decision-making.
4. **Continuous Improvement:** Lead efforts to continuously improve program delivery via hypothesis-driven inquiry, adapting to changing circumstances and evolving community needs, while maintaining alignment with ServeMinnesota's strategic goals.
5. **Data Analysis:** Apply data and research findings to inform program adjustments, resource allocation, and the development of new initiatives, always aiming for more significant and sustained impact.
6. **Literature Review:** Regularly review existing research related to Healthy Futures programming. Incorporate relevant research into program design and improvement plans.
7. **Staff Management:** Supervise and mentor a team of two staff members dedicated to Healthy Futures programming, providing guidance, feedback, and professional development opportunities.

### **Other Job Functions**

1. **Development:** In collaboration with the development team, contribute to various federal, state, and private grant writing and reporting projects.
2. **Partnership Development:** Collaborate with external partners, government agencies, community organizations, and other stakeholders to foster productive working relationships that enhance program impact.
3. **Reporting:** Prepare and present regular reports on program performance, evaluation findings, and continuous improvement efforts to the ServeMinnesota leadership team and external stakeholders, including policy makers and researchers in the Healthy Futures space.

### **Job Qualifications**

#### **Minimum**

- Three years of experience in research and evaluation in the programming areas outlined previously, with a proven track record of conducting impact evaluations and hypothesis-driven continuous improvement strategies.
- Master's in a related field (e.g., social sciences, public policy, evaluation, or a relevant discipline), with a content focus on or closely related to housing or recovery.
- Excellent data analysis and statistical skills, with proficiency in data collection, management, and visualization tools.
- Excellent writing skills, with an ability to adapt writing style to different audiences.
- Effective communication and presentation skills, with the ability to convey complex research findings to a non-technical audience.
- Strong project management skills, with the ability to multitask and prioritize effectively.
- A passion for serving communities and a commitment to social impact.

#### **Preferred**

- Lived experience with substance use disorder and/or housing insecurity.
- Ph.D. in a related field (e.g., social sciences, public policy, evaluation, or a relevant discipline), with a content focus on or closely related to housing or recovery.
- Strong leadership and people management skills, with experience in supervising and mentoring staff members.
- Knowledge of AmeriCorps programs and the non-profit sector, particularly in the areas of housing security and peer recovery support, is highly desirable.
- Familiarity with qualitative research methods and rigorous qualitative analytic strategies

### **Knowledge, Skills and Abilities**

- Knowledge of AmeriCorps programs and the non-profit sector, particularly in the areas of housing security and peer recovery support, is highly desirable.
- Familiarity with qualitative research methods and rigorous qualitative analytic strategies
- Deep familiarity with peer-recovery support and/or housing navigation support.

### **Workplace**

At ServeMinnesota, we are highly invested in the success of our people. We strive to make it an awesome and inclusive place to work and we recruit passionate people. We are looking for people who are energized by making an impact in our communities through national service.

This position is available to all, without regard to Race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, familial status, disability, sexual orientation, or age. It is also unlawful to retaliate against any person who files a complaint about discrimination. In addition to filing a complaint with local and state agencies that are responsible for resolving discrimination complaints, you may bring a complaint to the attention of the AmeriCorps Agency.

ServeMinnesota is committed to hiring staff people who reflect the diversity of the Minnesota communities we serve. Studies have shown that women and people of color are less likely to apply for jobs unless they believe they meet every one of the qualifications as described in a job description. We are most interested in finding the best candidate for the job, and that candidate may be one who comes from a less traditional background. We would encourage you to apply, even if you don't believe you meet every one of our qualifications described.

This position is based downtown Minneapolis but currently working a hybrid schedule. The salary is \$77,500-82,125.

ServeMinnesota requires all employees to be fully vaccinated for COVID-19, the only exception to this requirement is an approved medical or religious exemption.

Please submit a resume. Instead of including a cover letter, please answer each of these questions in either the body of the email or as a separate attachment, so we can get a better idea of your experience and interest in this position and our organization:

1. Why are you interested in ServeMinnesota and this particular position?
2. How does your experience align with the Essential Job Functions and Minimum Qualifications of this position?

Submit applications to [lisacarlson@serveminnesota.org](mailto:lisacarlson@serveminnesota.org).

Application deadline is January 19, 2024