



**CHIEF MEASUREMENT & IMPACT EVALUATION OFFICER  
WASHINGTON, DC**

<http://www.fundtoendslavery.org/>

**ORGANIZATION**

36 million people in every country in the world are affected by slavery. Whether it is in forced labor, debt bondage, trafficking in persons, forced or servile marriage, or sale and exploitation of children, modern slavery exists, and the efforts to combat it have been underfunded and uncoordinated. The Global Fund to End Slavery (the Fund) is being launched this year to remedy the situation. Starting with a core team in Washington, DC, the Fund with \$5 million in start-up funding, is seeking to leverage a \$250 million challenge grant to meet its core objectives:

- **Dramatically Escalate the Resources Available to Combat Modern Slavery**

The International Labour Organisation estimates that modern slavery generates US\$150 billion in criminal profits annually, yet the Organisation for Economic Co-operation and Development (OECD) spends only US\$124 million each year to combat the problem. The Fund seeks to remedy this mismatch and increase global spending to the level required to eliminate slavery.

- **Country Engagement**

To ensure a comprehensive approach, the Fund will work with each country to develop its own Costed National Plan (CNP) to end slavery. Each CNP will include prioritization of proven strategies, assignment of responsibilities, costs, and timelines for implementation. National Councils of local leaders will drive efforts to conclude CNPs. The Fund will provide incentive payments for implementing projects outlined in the agreed CNPs. A prerequisite for funding will be agreement to robust monitoring and impact evaluation.



- **Global Coordination**

While each country has a unique set of challenges and requires a customized approach to eliminate slavery from within its borders, slavery is a global problem that often crosses international borders. The Fund will address this by providing coordination at a country and global level.

- **Monitoring and Evaluation**

Here to date, most anti-slavery funding has been directed towards programs with very little emphasis on monitoring and evaluation. By driving robust monitoring and impact evaluation, the Fund will ensure targeted investment in the most effective practices and programs. This will be accomplished via a state of the art system of standardized metrics to measure impact and effectiveness.

- **Business Engagement**

The Fund will engage businesses to match government contributions and to proactively examine and manage supply chains to minimize exposure to slavery. The Fund will develop a Global Data Platform to collect and share data and analysis between partners and a Proven Practices Platform to inform future strategy and programming.

## **OPPORTUNITY**

The Fund is seeking the inaugural Chief Measurement & Impact Evaluation Officer (CMIEO) with extraordinary talent, passion, and commitment to establish a system of measurement that will be accepted globally as a tool in the fight to eradicate slavery. Working closely with the CEO and fellow members of the Fund's executive team, the CMIEO will lead the Fund's evaluation and measurement agenda with a focus on quantifying and analyzing impact.

The CMIEO will select and develop the appropriate methodological choices to test and evaluate the most critical indicators of a grant or program's impact in reducing the prevalence of slavery by 50% or more. S/he will actively cultivate partnerships with external organizations that share the Fund's objectives in slavery eradication. The CMIEO will focus on partnering with program staff, tracking grant and program progress, and developing internal systems for knowledge capture. The tools and measures created will allow the Fund to continually adjust strategies and to identify additional investment opportunities.

By designing robust, evidence-based evaluations at grant and program levels, the CMIEO will monitor performance and analyze impact and outcomes, capturing important learning from partners about their



critical on-the-ground work. The learning and insights will be actively shared in order to advance the anti-slavery field and inform the Fund's future strategy.

### **REPORTING STRUCTURE**

The CMIEO will report to the CEO in a matrixed and highly collaborative environment. H/she will build out his/her team as necessary but must be a hands-on worker.

### **PRIORITIES**

**Create a Single Global System of Measurement:** The Fund has identified the need for one system of measurement to serve as a global standard in eradicating slavery. The CMIEO will design a transparent, standardized, and easily accessible system for capturing, integrating, and distributing measurement data around the world. A key aspect of this effort will be collaboration with other anti-slavery organizations on evaluation methodologies. S/he will establish a global database and continually examine patterns in data. The Fund strongly believes that measurement is the key to robust and effective investment in the eradication of slavery.

**Embed Data at the Program Level:** The CMIEO will design robust, evidence-based evaluations at grant and program levels, measuring impact with a standardized evaluation structure.

**Build Capacity:** The CMIEO will build a team that evolves and works effectively, setting and meeting its priorities. S/he will create a culture that is open and transparent and service oriented. S/he will serve as the subject matter expert and will establish effective communications and working relationships with internal team members and program teams and partners.

### **TRAVEL REQUIREMENTS**

25-35% domestic and international travel, as needed.

### **PROFESSIONAL QUALIFICATIONS**

- Minimum of 10+ years of experience in multi-method evaluation garnered in a consulting and/or in-house monitoring and evaluation function, across a complex array of programs, initiatives, and in global environments. Experience in the anti-modern slavery field or related human rights issues is a plus.
- Technical ability to design a system that captures and assesses impact and performance data, facilitates learning, and has led to program innovation.



- Demonstrated disciplined, structured, and data-driven approaches to decision making and problem solving with a sharp focus on metrics, outcomes, and results.
- Superior analytical and problem-solving skills, detail orientation; belief in the importance of evidence-based decision making.
- Familiarity with big data analytics and ability to drive new and innovative approaches to measurement and evaluation.
- Purposeful written and oral communication skills; ability to distill essential information and tailor messages for a variety of audiences from academic publication to non-specialists.
- Language skills, particularly those spoken in the developing world, would be highly desired.
- Ability to convene and collaborate with other organizations to ensure a common approach in the field.
- Global, cross-cultural experience in the field.
- Thrives in uncharted waters; action-oriented, multidisciplinary thinker.
- Ability to leverage technology in new ways to engage constituents and smartly deploy strategic analysis.
- Advanced degree required.

### **PERSONAL ATTRIBUTES**

- Passionate commitment to and drive towards the Fund's mission, vision, and strategic direction.
- Thrives in a high-energy environment, with the ability to manage multiple priorities simultaneously.
- High tolerance for ambiguity and comfortable in a start-up environment.
- Strategic thinker who has the ability to make decisions with a limited amount of data.
- Ambitious and resilient with the entrepreneurial spirit and the business know-how to create, rigorously test, and implement new ideas.
- Excellent interpersonal skills and ability to win people over based on relationships.

### **COMPENSATION**

Salary is competitive, commensurate with experience.

### **APPLICATION PROCESS**

The Fund is an Equal Opportunity Employer and encourages candidates of all backgrounds to apply for this position. All inquiries, nominations, and applications are to be directed to the Fund's search firm, The Dubrof Group, at [globalfundCMIEO@dubrof.com](mailto:globalfundCMIEO@dubrof.com). Applications should include a letter of interest and resume in MSWORD. Please indicate in your cover letter where you learned of the opportunity. NO PHONE CALLS PLEASE. Only those candidates selected for an interview will be contacted.