



The Jewish Community Alliance (JCA) of Southern Maine seeks a strategic and analytical Chief Impact Officer (CIO) to lead our efforts in defining, measuring, and maximizing the social impact of our diverse programs and services.

## **What You'll Be Doing**

The CIO will work closely with the CEO and leadership team to develop and implement impact measurement frameworks, lead program evaluation, and tell compelling stories about our community impact. The ideal candidate will combine data expertise with storytelling abilities to help JCA demonstrate the meaningful difference we make in Southern Maine and beyond.

Reporting to the CEO, the Chief Impact Officer will be responsible for designing and implementing organization-wide impact measurement strategies that align with JCA's mission. The CIO will work collaboratively with program directors to establish meaningful metrics, collect and analyze data, and translate results into actionable insights and compelling narratives for stakeholders. This position will play a key role in strategic planning, resource allocation, donor engagement, and continuous improvement of JCA's programs and services. Specific responsibilities include:

### *Impact Strategy Development and Implementation*

- develop a comprehensive impact strategy that aligns with JCA's mission, values, and strategic priorities
- create evaluation frameworks and measurement tools to assess program effectiveness across all JCA initiatives
- establish key performance indicators (KPIs) for all major programs and services
- lead the organization in adopting best practices in nonprofit impact measurement

### *Program Evaluation and Data Analysis*

- oversee the collection, analysis, and interpretation of program data
- develop data visualization approaches that make complex information accessible to diverse audiences

- lead regular program reviews, using data to identify strengths, weaknesses, and opportunities
- conduct periodic needs assessments to ensure programs remain relevant to community needs
- analyze trends and patterns to identify emerging needs and opportunities

### *Impact Reporting & Storytelling*

- create compelling impact reports for donors, board members, and community stakeholders
- develop impact narratives that combine quantitative metrics with qualitative stories
- partner with the development team to incorporate impact data into fundraising materials
- present impact findings to various stakeholders, translating data into meaningful insights
- ensure impact information is effectively communicated across digital and print platforms in partnership with the marketing team

### *Organizational Learning & Improvement*

- foster a culture of learning and continuous improvement throughout the organization
- facilitate regular reflection sessions with program teams to discuss impact findings
- recommend program adjustments based on evaluation results
- identify opportunities for program innovation and scaling successful initiatives
- stay current with research and best practices in the Jewish communal service field

### *Stakeholder Engagement*

- build strong relationships with program directors and staff to ensure buy-in for impact measurement
- engage with community members to understand their perspectives on JCA's impact
- collaborate with peer organizations to share learnings and develop collective impact approaches
- partner with research institutions and evaluation consultants as needed
- represent JCA at conferences and professional forums related to nonprofit impact

## About You

- you bring creativity, vision and resilience to your work
- you exhibit genuine curiosity and a commitment to learning
- you're a host and a connector, capable of building rapport and developing meaningful relationships with a wide variety of people, collaborative and team-oriented in approach
- you're empathetic and exhibit a people-centered perspective
- you thrive in a fast-paced, dynamic environment and are comfortable with ambiguity
- you have an entrepreneurial spirit, asking questions, trying new approaches to community relations and demonstrating an appetite for innovation and an openness to emerging practices
- you're a self-starter, highly motivated and organized, driven to succeed, reflective and open
- you know how to set appropriate boundaries and ask for help when needed

## *Specific Knowledge, Skills, Abilities & Characteristics*

- excellent interpersonal, analytical and creative problem-solving skills
- exceptional oral and written communication skills, with the ability to translate complex data into compelling narratives
- strong passion for and understanding of Jewish practices, customs, history, values, and community infrastructure and commitment to the JCA's mission, vision and values
- experience with:
  - development and implementation of impact measurement frameworks
  - data visualization tools & techniques
  - project management
- ability to:
  - collect, organize, analyze and disseminate significant amounts of information
  - think strategically and analytically
  - set priorities and handle multiple tasks, balancing rigor with practicality
  - work collaboratively with diverse stakeholders, navigating complicated or stressful situations with diplomacy, tact, and equanimity
  - work irregular hours, including periodic evenings and weekends as necessary to attend relevant events and programs and occasional travel to conferences, etc.

### *Education, Training and/or Experience*

- bachelor's degree in social sciences, public policy, nonprofit management, data science, or related field; advanced degree preferred
- 5+ years of experience in program evaluation, impact assessment, or related fields

### *Preferred Knowledge, Skills, Abilities & Characteristics*

- experience working in Jewish communal organizations
- experience with database management and CRM systems
- background in grant-writing and/or philanthropic reporting
- familiarity with social services, early childhood education or refugee resettlement
- knowledge of the Portland, Maine Jewish community

### **What We Provide:**

- you get to work with highly qualified, creative, collaborative and go-getter teammates and a dedicated supervisor
- competitive salary (range: \$100,000-\$115,000, depending on experience) and benefits including health, vision, dental and matched retirement plan
- flexible hybrid work schedule with generous time off
- positive work environment
- significant support and professional development for employees, including ongoing coaching and mentorship, trainings, research and best practices on relational based engagement, and access to a vast network of Jewish educators and professionals

### **JCA Mission Statement:**

Rooted in Jewish values, history, and our connection to Israel, the JCA cultivates and sustains a welcoming and thriving Jewish community in Maine, and strives to build a better world for all.

### **More about the JCA and Portland:**

The Jewish Community Alliance of Southern Maine (JCA), a combined agency of Jewish Federation, Jewish Community Center and Jewish Family Services, is the vibrant hub of Jewish programming in Portland and Southern Maine. The JCA

offers that rare opportunity to tap your skills, talents, and experience to benefit a greater good while you grow professionally. You will work in a dynamic environment, with a diverse group of individuals who share your commitment and enthusiasm. Together, you will make a difference for Jews and non-Jews in Maine and worldwide. We offer competitive salaries, comprehensive benefits and a collegial, family-friendly work and team environment.

Portland has been nationally recognized as one of the best places to live by US News and World Report. Beautifully situated on a peninsula in Casco Bay on the Gulf of Maine, Portland is a progressive community which is rich in diversity. Portland is Maine's economic capital with Maine's largest port, major banking centers and state-of-the-art healthcare facilities. While it is the largest city in Maine with a metropolitan population of 570,000, Portland retains its small-town feel. Just a two-hour drive from Boston's Logan Airport, Portland readily connects to the rest of the world.

**To Apply:**

Please submit your cover letter and resume to: Leslie Kirby, CEO, Jewish Community Alliance of Southern Maine ([lkirby@mainejewish.org](mailto:lkirby@mainejewish.org)). Review of applications will commence on October 3<sup>rd</sup>, and will continue until the position is filled.

The JCA is a dynamic organization that recognizes and supports individuals from a broad range of experiences and backgrounds. We are proud to be an equal opportunity employer. All qualified applicants will be considered for employment without regard to race, color, religious creed, sex, national origin, ancestry, citizenship status, pregnancy, childbirth, physical disability, mental and/or intellectual disability, age, military status or status as a Vietnam-era or special disabled veteran, marital status, registered domestic partner or civil union status, familial status, gender (including sex stereotyping and gender identity or expression), medical condition (including, but not limited to, cancer related or HIV/AIDS related), genetic information, or sexual orientation. Upon request, reasonable accommodations in the application process will be provided to individuals with disabilities.

The JCA conducts background checks as part of the hiring process.