



COMMON APPROACH
TO IMPACT MEASUREMENT
L'APPROCHE COMMUNE
DE LA MESURE D'IMPACT

Common Approach is looking for a Head of Common Foundations!

Full-time

Location: Anywhere (Fully remote*)

Salary range: \$110,000-\$125,000 CAD**

Benefits include: 3 weeks paid vacation, 2 weeks paid sick leave, paid stat holidays, extended health and dental**

**Candidates must be able to work for at least 4 hours between 9 AM and 5 PM Eastern Time.*

***Compensation and benefits may vary for candidates outside of Canada.*

About Common Approach to Impact Measurement

Common Approach to Impact Measurement (Common Approach) is working towards flexible, shareable impact measurement for social purpose organizations.

By developing community-driven standards, we aim to change impact measurement's underpinnings. Common Approach is committed to refocusing impact measurement on the needs of operating charities, nonprofits, social-purpose businesses, and those they serve.

Common Approach is four **community-driven** standards: **Common Foundations**, **Common Impact Data Standard**, **Common Framework** and **Common Form**.

We are a small team backed by a talented and diverse governance group and an all-star network of partners. Think of us as an early-stage start-up with the potential for moon-reaching growth! Learn more at commonapproach.org.

About the role

As Head of Common Foundations, you will be a senior member of the team responsible for evolving and promoting one of Common Approach's four standards: the Common Foundations.

The Common Foundations articulate a minimum standard for impact measurement practice. We rely on other standards, such as UN SDG Impact Practice for Enterprises and Social Value International to articulate expected practices and best practices. We complement those offerings by articulating a bare-bones "good enough" set of practices that are attainable for most social purpose organizations.



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Your job will be to update and improve the Common Foundations and develop and implement strategies to achieve broad adoption by Social Purpose Organizations in Canada and internationally. This will include developing and implementing strategies to increase awareness of the Common Foundations by those who support Social Purpose Organizations including foundations, investors, software developers, consultants and coaches. The role comes with a light sketch of a strategic plan. Your job is to refine the plan and colour in the details, and then implement.

Responsibilities will include:

- Convening and facilitating a committee of experts and community members to advise on the evolution of the Common Foundations.
- Leading the development of new versions of the Common Foundations as needed (as determined by you and the advice of our community). This is expected to be approximately every 12 to 24 months. This includes developing complementary materials such as the Common Foundations self-assessment, user guides, templates, presentations, and similar.
- Building and implementing a strategy to increase awareness of and use of the Common Foundations.
- Building and implementing a strategy for trainers, consultants, and capacity builders to include the Common Approach standards in their work with social purpose organizations, funders, and other stakeholders. Leading the development of tools and resources to support this key audience.
- Communicating and collaborating with other standard setters to ensure that Common Foundations continues to fulfil a needed, non-duplicative role among impact measurement standards.
- Contributing to the strategic leadership of the Common Approach, offering your expertise and wisdom to the other standards and projects.

In your first year, you will:

- Draft and launch Common Foundations Version 3.0 to address community feedback on version 2.0. Version 3.0 must be more inclusive of Indigenous approaches to impact measurement and better address qualitative data. The groundwork has already been undertaken towards these goals.
- Improve how Common Approach communicates and collaborates with evaluators, trainers and capacity builders who work with social purpose organizations; we know this is an important part of increasing awareness and use among social purpose organizations.

This job is a full-time, salaried, remote position with little to no expectation of travel. Salary will be paid in Canadian dollars, will depend on experience, and may vary based on jurisdiction.



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About you

You:

- You have experience in evaluation and/or impact measurement in various settings, such as different areas of impact (health, environment, human services) or different types of organizations (large NGOs, small charities, government-funded programs, impact investments, foundation portfolios), and working with qualitative and quantitative data. You are fluent in the unique vocabularies of many different settings and you can translate between them. The ability to switch between lexicons will be crucial to your success in this role.
- You embrace a pragmatic approach to measurement, advocating for solutions that are well-scaled to the organization and useful to decision-making, even if doing so sacrifices some rigour.
- You have experience setting strategic direction and implementing it. You have vision, and you can bring it to life. You are accustomed to working with little direction. This likely means that you have at least 5 years of experience in a leadership role.
- You are a great communicator in both written and spoken formats. You can calibrate your message to suit your audience, such as technical evaluator audiences, non-technical charity audiences, and funders.
- Are enthusiastically aligned with Common Approach's **guiding principles**: building impact measurement standards that are shaped by users and that place power with operating charities, social purpose organizations and those they serve.

In addition to the requirements above, a strong candidate for this role may also bring any of the following attributes to our expanding team:

- You have experience with developing and promoting professional practice standards.
- You have great relationships with many impact strategy consultants and evaluators. You know those who are doing monitoring, evaluation and learning work and those who are training people to do monitoring, evaluation and learning work.
- You have great relationships with those working on other impact measurement standards.
- You have experience coding and analyzing qualitative data.
- You are an optimist.
- You have familiarity with Indigenous approaches to evaluation.
- You are bilingual (any second language is an asset).
- You love to lead teams. This role will start with you doing most of the 'doing', but could quickly become one that is more focused on managing a team.



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Why work with Common Approach?

Common Approach is a start-up environment in many ways; you'll gain experience working across many different domains and projects. With opportunities at every turn and a culture committed to developing people to be the very best they can be, this role is designed for you to learn, create, connect, and grow in your career.

You will be joining a team of passionate and committed professionals who are excited about our work to shift and improve impact measurement through the implementation of the Common Approach Standards. Common Approach aims for a culture of trust, flexibility and support. We have lofty goals and ideals, but we are also committed to getting there in a sustainable, thoughtful way.

The next step is yours!

Please send your resume and a short letter highlighting your relevant experience and skills to info@commonapproach.org, with "**Head of Common Foundations**" in the subject line. All applicants will be informed of whether or not they have been selected for an interview. Candidates may be asked for examples of their work and/or to complete a brief assignment.

Inclusion, diversity, equity, and accessibility strengthen the community of social purpose organizations and the quality, social relevance, and impact of our work. You can learn more about [our commitment to these principles and the work we have done so far here](#).

Please include in your application whether you self-identify as Indigenous, Black, or as a member of another equity-deserving population group if you are comfortable doing so.

Timeline

- Applications will be accepted and reviewed on a rolling basis until filled.
- Application review will begin July 18, 2024.
- Candidates selected for interviews will be contacted beginning the week of July 29, 2024, for interviews via video call.
- The anticipated start date will be September 5, 2024. This is negotiable.

Posted on July 11, 2024

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