



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

We're looking for a Data Standard Tech Lead!

Full-time, 2-year term.

Location: Anywhere (Remote; candidates must be able to work for at least 4 hours between 9 AM and 5 PM Eastern Time)

Salary range: \$110,000-\$120,000 CAD

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

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

You will play an integral role in developing and promoting the world's leading impact ontology. The **Common Impact Data Standard** is the only public impact ontology and the only impact ontology implemented by more than one software vendor (currently, more than seven!) In this role, you will help create digital infrastructure that will better equip charities, social businesses, foundations and impact investors to collect and share data that will assist them in accomplishing their important work.



This role spans many areas of expertise—including software development, standard development and implementation support. However, you do not need to be an expert in all these things! The person in this role will have access to world-leading ontologists, third-party software developers, and an account manager to support you in this work.

We are looking for someone at the intermediate stage of their career who is excited about the technical solutions we are developing. This role will be a mix of working on cutting-edge ontologies and hands-on programming. You don't need to do it all yourself, but you will be doing a lot. On our small team, we all pitch in where needed! This leads to valuable collaboration and helps support a healthy work/life balance for everyone.

Responsibilities will include:

- **Ontology Management:** Collaborating with leading ontology experts and impact measurement colleagues (domain experts) to design and implement comprehensive ontologies that model impact measurement. Ensuring ontologies align with business objectives and facilitate effective data integration and analysis. Building relationships with related standard setters, including technical standards such as W3C, JSON, and Schema.org. Writing OWL files and associated context files and code lists.
- **Product Development:** Identifying, prioritizing, and building implementation resources, such as a universal API and validators, so that software companies can align with the Common Impact Data Standard. Writing documentation to support implementation.
- **Technical Direction:** Providing solutions-architect style guidance to software vendors for implementation and issue resolution
- **Managing releases:** Handling release management and semantic version control using GitHub and Zenodo.

Requirements

Applicants should have:

- Educational background in computer science, computer engineering, knowledge engineering, information systems, data sciences, or a related area.
- At least 5 years of experience as a software developer with experience building graph databases, including working with RDF and data integration
- Proficiency in common JavaScript frameworks and libraries.
- Proficiency in common Python data libraries (e.g. Pandas)
- Experience in troubleshooting and debugging software.
- Proficiency in data analysis and visualization tools (e.g., SQL, Power BI, Airtable).
- Exceptional communication and interpersonal skills.
- Strong leadership and team management abilities.



- Ability to translate complex technical concepts into actionable business insights.
- Commitment to 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 will also bring one or more of the following attributes to our expanding team:

- Experience in collaborating and communicating with software developers, data architects, data engineers and computer scientists.
- Experience in working with web services and developing APIs.
- Proficiency with version control (Git/GitHub)
- Experience in the social purpose ecosystem or impact measurement processes.

In the first year of this role, a successful candidate will:

- Ontology Development & Management:
 - Collaborate with the Chief Ontology Officer and impact measurement colleagues (domain experts) to design comprehensive ontologies that model impact measurement.
- Build a JSON-LD validator, sample JSON-LD files, and add-ons and extensions for Excel and Airtable (potentially overseeing a third-party developer)
- Respond to requests for technical guidance from software engineers implementing the Common Impact Data Standard.
- Create and maintain relationships with related standard setters, including technical standards such as W3C, JSON, Schema.org
- Create 2-5 written/visual/video resources to answer the most common questions about implementing the Common Impact Data Standard with the support of the Communications team.
 - The objective of these resources will be to support faster and easier for future software partners to implement the Common Impact Data Standard with less direct assistance from Common Approach.

Terms

This job is a full-time salaried remote position with a 2-year term. Working hours are flexible; a successful candidate must be available to attend 4-5 internal meetings per week between 9 AM and 5 PM Eastern Time. Candidates from outside of Canada are welcome.

Benefits include 3 weeks of paid vacation, 2 weeks of paid sick leave, paid statutory holidays, and eligibility for group extended health benefits. Compensation and benefits may vary by candidate location.



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 their best, this role is designed for you to learn, create, connect, and grow in your career.

You will join a team of passionate and committed professionals excited about our work to shift and improve impact measurement through implementing 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 "Data Standard Tech Lead" in the subject line. All applicants will be informed whether they have been selected for an interview or not. 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 our work's quality, social relevance, and impact. Take a look at [our staff team](#) and, if you are comfortable doing so, let us know if you represent a perspective or region that is currently under-represented among Common Approach staff!

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 on February 3.
- Candidates selected for interviews will be contacted beginning the week of February 10 for interviews via video call.
- Anticipated start date will be March 4, 2025. This is negotiable.

Posted on January 24, 2025.