



Evaluation and Organizational Learning (EOL) Officer

Margaret A. Cargill Philanthropies, January 30, 2024, Eden Prairie, MN

About Margaret A. Cargill

Margaret A. Cargill Philanthropies (MACP) is the umbrella over the grantmaking foundations created by the late Margaret Cargill: Margaret A. Cargill Foundation and Anne Ray Foundation. MACP provides meaningful support through long-term relationships with strategic grantee partners across seven program domains: Environment, Disaster Relief & Recovery, Arts & Cultures, Teachers, Animal Welfare, Quality of Life, and Legacy & Opportunity. The collective assets of MACP place it among the 10 largest philanthropies in the United States.

The two foundations have separate boards and investment portfolios but share a common mission of providing meaningful assistance and support to society, the arts, and the environment.

- Margaret A. Cargill Foundation is a private foundation that came into existence upon Ms. Cargill's death in August 2006. At year-end 2021, MACF's assets are approximately \$3.7 billion.
- Anne Ray Foundation is a supporting organization, which may make grants only to beneficiary organizations specifically named by Ms. Cargill. At year-end 2021, ARF's assets are approximately \$5.3 billion.

MACP's [Philosophy of Grantmaking](#) underscores the values and guiding principles of Margaret A. Cargill by: using education and innovation as a means to achieve core purposes; empowering people to be self-sufficient; maintaining a low profile while meeting the needs of others; supporting programs that could have a broad impact, having socially redeeming values and standards, and that value life; and relieving suffering in times of disaster. As a core element of its philosophy, MACP invests in long-term relationships with key grantee organizations in order to find solutions that are consistent with the values of both parties.

You can read more about MACP [here](#).

MACP's commitment to Diversity, Equity, Inclusion, and Justice (DEIJ): The motivation and guidance for MACP's diversity, equity, inclusion, and justice (DEIJ) work is drawn from the mission and vision, the direction from Margaret Cargill, and the caring and compassionate culture MACP strives for through work with grantees, partners, and each other. Embracing this vision will have a transformational influence on the organization, MACP's partnerships, the work they do, and the impact that is ultimately sought. [Read more here.](#)

The Opportunity

The Evaluation and Organizational Learning Officer will work closely and collaboratively with the leaders and staff of Margaret A. Cargill Philanthropies to steward equitable learning and evaluative practices. This role will support creating conditions for and the implementation of learning and evaluation culture, practices, and projects by providing collaborative consultation, technical assistance, and project management to ensure products generate new insights to improve grantmaking and organizational performance. This position reports to the Director, Evaluation and Organizational Learning and is a member of the Evaluation and Organizational Learning team.

Additionally, they will be responsible for the following:

- Work collaboratively with the Evaluation and Organizational Learning team to advance the interests and capabilities of the organization around learning and evaluation.
- Assist the team in working collaboratively across functions across the organization.
- Lead and support department projects and responsibilities, including curating and sharing knowledge, advancing practice, leveraging external networks, and developing systems.
- Support the Evaluation and Organizational Learning team in ensuring our practices and processes support and advance the organization's vision for diversity, equity, inclusion, and justice.
- Partner with leaders to plan and implement learning and evaluation priorities that support program grantmaking strategies, improve grantmaking, and organizational performance.

- Provide technical assistance and internal consulting to staff in developing goals and workplans for learning and evaluation efforts, including planning, sensemaking, reflection, and sharing.
- Identify and cultivate relationships with external consultants to ensure team awareness of, and relationships with potential consultant partners. Identify and manage sourcing and projects with consultants as needed.
- Develop written summaries that support learning and evaluation culture, e.g., summaries of grantee-led deliverables, informative products for internal staff.
- Plan and lead effective cross-team meetings and workshops, utilizing learning focused facilitation skills, tools, and techniques.
- Present materials related to evaluation and learning work to internal and external audiences.
- Support continuous learning efforts by identifying opportunities for improvement within and across projects.
- Manage, lead, and participate in other organizational-wide initiatives as assigned.
- Support MACP's vision and commitment to diversity, equity, inclusion, and justice (DEIJ) by contributing to team and organization wide DEIJ goals and efforts.
- Demonstrate knowledge of and commitment to intercultural understanding and sensitivity and awareness of systemic racism and other forms of structural injustice.

Experience, Education, and Other Qualifications

While no single candidate may embody all the qualifications, an ideal candidate will possess many of the following professional and personal abilities, attributes, and experiences:

- A learning mindset with a passion for continuous improvement, adaptive learning, and growth.
- Demonstrated high commitment to intercultural understanding and sensitivity.
- Demonstrated knowledge of and commitment to addressing racism and other social inequities.
- Five or more years of relevant experience conducting, leading, or managing learning and evaluation projects in the nonprofit or philanthropic sector in the U.S. and/or global settings.
- Experience building a learning culture and supporting organizational learning by supporting diverse teams, and experience using evaluation and data as tools for learning.
- Demonstrated success in using, coaching, and facilitating learning strategies and practices; familiarity with Emergent Learning and/or other learning principles and tools is encouraged.
- Understanding of and demonstrated experience with participating and facilitating learning experiences and opportunities (i.e., convenings, site visits, conferences, etc.)
- Familiarity and experience with knowledge sharing and exchange to contribute to social change.
- General understanding of the role of philanthropy in social change, and the current context of evaluation and learning in the sector.
- Demonstrated ability to work across subject matter areas and sectors related to evaluation and learning practices.
- Demonstrated success in conducting, leading, and/or managing all areas of evaluation, including evaluation design, research, data collection, analysis, and reporting.
- Familiarity with the Equitable Evaluation Framework™ and/or other culturally responsive equitable evaluation practices is preferred.
- Strong project management experience with proven ability to prioritize, develop realistic action plans and work on multiple complex projects simultaneously while maintaining a high level of organization.
- Ability to work in a highly collaborative environment while also producing work independently.
- Analytical and problem-solving skills combined with excellent verbal and written communication and presentation skills, including ability to adjust presentations to audience needs.
- Exceptional facilitation skills in small and large group settings and demonstrated ability to plan and lead constructive and engaging meetings in a context where collaboration and co-creation are highly valued.
- Proven ability to collaborate effectively and lead collaborative processes with internal and external colleagues in alignment with organizational priorities and values.
- Excellent judgement and decision-making skills.
- Professional demeanor with strong interpersonal skills.
- Bachelor's degree in social sciences or related field required, Master's degree preferred, or an equivalent combination of education and experience.

Travel

Up to 10 percent travel, both domestically and internationally.

Physical Requirements and Work Environment

The work environment is an office setting with a designated office or workstation at the Margaret A. Cargill Philanthropies office in Eden Prairie, Minnesota.

- We practice a hybrid work schedule with the expectation that employees will work in-office 3 days per week with the option to work remote up to two days per week.
- There may be occasions where it is required to be in-office more than 3 days in a week or on a day normally scheduled as a remote workday, depending on the role.
- We also practice shared in-office workdays on Tuesdays and Wednesdays and shared work hours between 9am-3pm Monday-Thursday and 9am-12pm Friday.
- Occasionally, the person in this role may be required to adjust to time pressures and frequent changes. This role may require an irregular schedule or overtime.
- This position is primarily a sedentary role with an adjustable sit/stand desk.
- The person in this position needs to occasionally move about inside the office to access file cabinets, office equipment, attend meetings or events, etc.
- Occasional or intermittent physical activities may include bending, reaching, twisting, stooping, or climbing.
- This position requires regular use of a computer to complete work responsibilities including hosting and attending virtual meetings. It also includes regularly working with other office equipment and communication technology, such as a videoconferencing, telephone, copy machine, and printer.
- This role also frequently performs multiple tasks simultaneously and works closely with others as part of a team.

The above statements are not intended to encompass all functions and qualifications of the position; rather, they are intended to provide a general framework of the requirements of the position. Job incumbents may be required to perform other functions not specifically addressed in this description.

About the Twin Cities and MACP's Office

Our community of more than 100 employees bring expertise from a variety of professional and personal experiences. We are inspired by a common mission, shared values, and the difference we can make by working together.

We are proud to offer a welcoming workplace that supports our employees' careers, health, and overall well-being. We supplement that environment with activities throughout the year that promote collaboration, learning, and fun. Reflecting our investment in staff wellbeing, we have deepened our commitment to flexible work schedules and have implemented an innovative new approach to work arrangements in 2022. All MACP staff have a reduced workweek, with half-day Fridays, year-round, with the option of working remotely up to two days per week.

MACP's home in Eden Prairie, Minnesota is a foundational aspect of our identity, reflecting an organizational commitment to sustainability, balance, and collaboration. In spring 2016, MACP completed a major building expansion, and our LEED Platinum certified building features include sustainable materials, outdoor meeting areas, a fitness room, and unique art and keepsakes from Ms. Cargill's personal collection and others, that reflect our grantmaking and the communities where we work. Our space is a living reminder of our values.

Eden Prairie is part of the Twin Cities metro area including Minneapolis and St. Paul, which have over 3 million residents and together make up one of the metropolitan areas in the country. A unique blend of small town and major cosmopolitan hub, both urban cores boast a thriving business atmosphere. The Twin Cities offer something for everyone, from national sports teams to a robust theater and arts scene, to a thriving "foodie" culture. The area also has a diverse range of neighborhoods and homes, with an atmosphere of a small town feeling with the conveniences and cultural hallmarks of a big city.

For more information about MACP, please visit our website: www.macphilanthropies.org.

For candidates seeking a welcoming, highly livable community with a strong focus on access to arts, culture, and the outdoors, the Twin Cities offers all of this and more.

Compensation & Benefits

Salary is competitive and commensurate with experience. The salary range for this role is \$140,000 - \$167,000 with a generous benefits package. Actual starting salary of candidate will be commensurate with years, breadth, and depth of relevant experience, education, certifications, credentials, special skills, accomplishments, and other factors relevant to the position.

Additionally, MACP is invested in the health and well-being of their staff and offers a comprehensive benefits package, including but not limited to:

- Competitive compensation, including relocation support.
- Strong medical, dental, and vision benefits for staff and their dependents with competitive monthly premiums and flexible spending accounts.
- Reduced work week for all staff, with half-day closures on Fridays, year-round.
- Minimum of 20 days of paid time off, in addition to a week-long year-end office closure
- Retirement programs, including 401(k) matching at 5%, with access to employer-paid financial planning resources.
- In addition, the Organization may provide a discretionary contribution to employees' 401(k) plan that vests over a five year period.
- Matching gift program for charitable donations.
- Additional benefits such as an employee assistance plan, an onsite fitness room, paid parental leave, and tuition reimbursement.

Contact

Koya Partners I Diversified Search Group has been exclusively retained for this engagement, which is being led by Alicia Salerno and Tatyana James. Submit a compelling cover letter and resume by [filling out our Talent Profile](#). All inquiries are strictly confidential.

Koya Partners I Diversified Search Group is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

Commitment to Diversity, Equity, Inclusion, Equal Opportunity, and Accessibility

We know that engaging, building trust, and making a difference relies on the collective wisdom and strength of a truly diverse organization. With this in mind, and as an equal opportunity employer, we encourage and strongly welcome candidates of all identities, lived experiences, orientations, and communities to apply.

About Koya Partners I Diversified Search Group

Koya Partners, a Diversified Search Group company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

Diversified Search Group is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about Koya Partners I Diversified Search Group via the [firm's website](#).