

# on-ramps

## Position Specification

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POSITION: Director of Strategy and Research

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ABOUT THE ORGANIZATION:

The Mission Continues (“TMC”) is a 501(c)(3) not-for-profit organization whose mission is to build an America where every returning veteran can serve again as a citizen leader and where together we honor the fallen by living their values through service. TMC accomplishes its mission through its Fellowship Program for post-9/11 veterans, service projects for veterans and civilians of all backgrounds and thought leadership efforts seeking to change the way the nation welcomes home this generation of veterans. The organization was founded in 2007 by Eric Greitens, current CEO, Rhodes Scholar, Navy Seal and author of “The Heart and the Fist.”

TMC is a rapidly growing organization that has been recognized by the Draper Richards Foundation, New Profit and Manhattan Institute as one of the country’s most socially innovative non-profit organizations. To date, it has awarded over 200 fellowships to wounded and disabled veterans and empowered more than 15,000 volunteers to serve in their communities. Fundraising efforts have grown from raising \$27,000 in 2007 to \$7M in 2011 revenues.

As the organization grows, TMC is looking to add team members who can help TMC achieve the scale necessary to fundamentally reshape the way the nation welcomes home this generation of veterans. The organization is fully dedicated to the personal and professional development of every member of the team.

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ABOUT THE POSITION:

This is an exciting opportunity for an innovative leader to play a key role in positioning The Mission Continues as a leading national veterans’ organization that empowers returning veterans to continue serving their country here at home. TMC is seeking a Director of Strategy and Research to help refine and assess the organization’s work. The location for this position is flexible with a strong preference for New York, NY followed by any location along the Northeast Corridor or St. Louis, MO. This position will report directly to the Chief Operating Officer.

Responsibilities of the role are as follows:

Assess and refine the organization’s existing strategy, helping The Mission Continues to achieve its mission and deliver on its strategic objectives; recommend programmatic and operational improvements, where appropriate.

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Develop and manage the design, implementation and oversight of TMC's research and evaluation processes

Steward and cultivate high-level relationships with consultants and advisors; serve as the primary liaison to outside evaluation partners

Partner with TMC senior management to determine which program areas warrant outside evaluation and what can be accomplished through internal data collection

Partner with the development and programs departments as part of a broad knowledge management strategy to refine service delivery and outcomes

Cultivate and maintain a library of all relevant program measurement data that is up-to-date and easily accessed by the entire TMC organization

Help to design transparent, standardized and easily accessible systems for capturing, integrating and distributing measurement data across the organization

Partner with the brand and communications team to ensure that accurate and compelling data is integrated into marketing collateral and key communications messages

Serve as a key resource and strategic thought partner to senior managers throughout the organization

Manage a variety of high-impact special projects for the COO, conducting relevant research and analysis on an as-needed basis

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CANDIDATE  
QUALIFICATIONS:

Candidates should possess the following:

A minimum of 6 - 8 years of experience developing and executing data and information driven strategies and projects

Experience leading cross-departmental projects composed of a high-performing team with diverse skill sets

Disciplined, structured and data driven approach to decision making and problem solving with a sharp focus on metrics, outcomes and results

Deep creativity and an ability to use data to uncover potential opportunities for growth and innovation across all departments

Strong computer skills, especially Excel and database management systems

Exceptional interpersonal skills; ability to collaborate and

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effectively interact with external evaluators and to build partnerships around common interests and goals

Deep entrepreneurialism and flexibility, with an ability to maneuver effectively in the face of uncertainty and transition

Demonstrated ability to work independently in a fast-paced environment, lead projects, meet multiple concurrent deadlines, organize time and priorities, and work well as a member of a team

An exceptionally high level of integrity, trust, accountability and superior judgment

Mature, professional demeanor and a commitment to continued professional growth

Demonstrated experience with knowledge management and content management practices

Experience within or advising a foundation, public advocacy organization, high-impact non-profit, research firm or strategy consulting firm strongly preferred

Commitment to the mission of empowering veterans to serve again here at home; close experience with veterans is a plus

Bachelor's degree required; Master's degree preferred

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LOCATION:

Flexible (Washington, D.C., New York, NY or St. Louis, MO preferred)

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COMPENSATION:

Competitive compensation commensurate with experience

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