

A BETTER CHICAGO

Data Analyst

POSITION OVERVIEW

The Data Analyst will play a critical role in supporting A Better Chicago's mission by analyzing grantee data, conducting research, and generating insights that help measure the impact of A Better Chicago's investments in Chicago-based non-profit organizations. This role will focus on interpreting complex datasets, engaging stakeholders to understand data needs, and preparing data-driven reports and visualizations for internal and external use. The ideal candidate will be a mid-career professional with experience in data analytics, strong communication skills, and the ability to translate quantitative and qualitative data into meaningful stories of impact.

RESPONSIBILITIES

The Data Analyst will provide the expertise and insight to advance investment strategy, grantee support, and stakeholder engagement. Specifically:

Grantee Data Collection & Evaluation

- Execute ongoing data collection strategies and support ABC's analytic work, including updating and maintaining databases, cleaning and processing data, and performing analyses using a variety of techniques and approaches.
- Manage alignment of grantee performance milestones across the portfolio, providing support to portfolio directors during grant approval and renewal
- Track portfolio progress toward goal attainment; develop and maintain database of grantee milestones, external benchmarks, and portfolio aggregation
- Communicate portfolio and grantee impact; develop concise quarterly updates on portfolio performance.
- Advise grantees on evaluation options, as relevant to sourcing, benchmarking, and process improvement for grantees looking to increase their program's effectiveness
- Support A Better Chicago's candidate assessment and due diligence process to grow A Better Chicago's portfolio through new investments
- Lead work to assess candidates' programmatic outcomes and youth impact, including:
 - Developing data requests, estimating comparison benchmark(s) using external sources, performing social ROI analyses, and analyzing third-party evaluations and studies
 - Lead data and outcomes discussions with candidate leadership, as relevant, throughout the diligence process

- Help shape candidate investment recommendations; provide perspective on candidate impact, (e.g., key outcomes, benchmarks) and review all outcomes-related sections to ensure accurate and appropriate use of data insights and conclusions
- Benchmark outcomes produced by candidate organizations with those of similar nonprofits, as well as relevant city, state and national statistics
- Proactively seek out and remain current on research that informs our strategy and identifies specific candidates for investment
- Identify and maintain current city, state, and national benchmarks to inform new areas for investment and contextualize results

Database Engineering & Visualization:

- Contribute to the design, develop, and maintain scalable data pipelines, models, and schemas to meet analytical needs and reporting requirements, while also supporting training and documentation efforts to enhance data literacy across the organization.
- Design and produce compelling data visualizations (e.g., dashboards, charts, infographics) to effectively communicate insights to diverse audiences.
- Present complex data findings in accessible ways for non-technical stakeholders.
- Continuously improve data reporting tools and processes to enhance usability and impact.
- Perform routine maintenance on the Youth Opportunity Dashboard and support project management of the tool through its evolution

Research & Reporting:

- Conduct impact research, including comparative analyses and case studies, to provide actionable insights on grantee performance.
- Prepare written reports and presentations to communicate findings to internal teams, senior leadership, and external stakeholders.
- Collaborate with the Investments team to develop evaluation frameworks for new initiatives.
- Contribute to developing annual impact reports, data briefs, and grant proposals by supplying relevant data and insights.
- Conduct analyses to identify trends, issues and themes that inform ABC's strategic priorities, support the interpretation and communication of research findings to a wide range of stakeholders

Other duties as assigned.

QUALIFICATIONS

- Bachelor's degree in Data Science, Statistics, Public Policy, Social Sciences, or a related field. Master's degree preferred.
- Strong analytical skills and quantitative orientation. 3-5 years of experience in data analysis, research, or evaluation of public policy, preferably in the public, philanthropic, academic or social impact sectors.
- Highly organized, with an ability to prioritize, multi-task and meet deadlines in a dynamic, fast-paced environment
- Proficiency in querying and manipulating data using SQL
- Proficiency in R or Python programming languages
- Experience with data analysis software such as Excel and Alteryx
- Familiarity with statistical modeling and predictive analytics techniques
- Demonstrated experience handling complex datasets, encompassing both quantitative and qualitative data, along with familiarity with data warehousing solutions and ETL processes
- Experience with data visualization tools such as Tableau, Power BI, or similar
- Experience with cloud-based data platforms such as Snowflake, Databricks, or similar
- Knowledge of survey design and impact evaluation methods
- Experience with database and model design and segmentation techniques
- Excellent written and verbal communication skills
- Ability to exercise strong judgement in moments of ambiguity
- Exceptional attention to detail

COMPENSATION AND BENEFITS

A Better Chicago offers an excellent benefits package, which includes:

- Salary range starts at \$80,000 and is commensurate with experience
- Medical, dental and vision insurance
- Short-term and long-term disability insurance
- 401K plan with company contribution
- Significant paid time off, including three weeks of vacation, five sick days and 15 days off for public holidays and office closure
- Hybrid work environment – 2 days required in office per week

To apply, please send a resume and cover letter to careers@abetterchicago.org.

Search closes on January 17, 2025. Applications reviewed as they come in.

ABOUT THE ORGANIZATION

A Better Chicago is a venture philanthropy that invests in the most promising nonprofits helping children escape poverty. We're a supercharger. We have deployed more than \$73 million to help the nonprofits in our portfolio grow. Our donors want to make pivotal, well researched investments that lift the outlook for our city.

We believe that education is the best route out of poverty. But too many Chicago children, particularly on the South and West Sides, lack the resources to learn and thrive. In order to succeed, they need programs that support their academic and social growth, while keeping them safe and meeting their essential needs.

While traditional philanthropies focus on established nonprofits, A Better Chicago aims to find and nurture promising early initiatives, or ones just beyond that stage that are on the cusp of expansion. Often, they are run by local leaders who live or grew up in the communities they serve. We employ a venture capital approach: We raise money from donors who want to maximize their impact, and we invest in innovative youth-serving nonprofits that have the potential to expand exponentially. We vet them rigorously before investing, and our continued support depends on them meeting mutually agreed milestones. As with a venture capital fund, our goal is for our investments to eventually flourish without us. We provide unrestricted funding, renewed annually based on performance. We also provide ongoing guidance and resources to help nonprofits grow. This includes funding or in-kind support for specific needs, such as strategic planning, marketing and communications, executive development or hiring. Our administrative expenses are covered by our board, ensuring that every donor dollar is deployed to the nonprofits we support.

When founded in 2010, A Better Chicago was modeled after a venture capital fund that could build a more equitable city by breaking the cycle of generational poverty. Chicago is one of the most segregated large cities in America: One in four children here lives in poverty, with Black and Latinx youth on the city's South and West sides most affected. Three in four Chicago Public Schools students rely on schools for their primary source for meals.

A Better Chicago's mission is to fight poverty through opportunity, creating an on-ramp for youth to the middle class. As of 2023, A Better Chicago's investment portfolio includes 27 nonprofits that support children from cradle to career.

Key elements of A Better Chicago's model include:

- **Rigorous due diligence:** A Better Chicago carefully screens organizations and only funds those that have strong leadership, a compelling program model and a demonstrated commitment to outcomes measurement.
- **Adding value:** It takes more than just money. A Better Chicago provides strategic support in areas like business planning, executive search and leadership development—all of which are critical to building strong organizations and achieving meaningful outcomes.
- **Results:** A Better Chicago's team works tirelessly so that every dollar raised has the maximum possible impact. The organization openly shares its performance because it believes in accountability. It's part of how A Better Chicago is transforming philanthropy.
- **100% impact:** A Better Chicago's board of directors and leadership council cover all of our administrative costs, so 100 percent of all donations are supporting our portfolio of outstanding nonprofits.

Since launching in 2010, A Better Chicago has made compelling progress:

- Raised over \$73 million to invest in Chicago's most effective nonprofits.
- Built a board, leadership council, impact council and high-performing staff.
- Reviewed close to 1000 organizations and built a portfolio of 27 high-performing organizations.
- Developed partnerships with leading professional services firms to help grantees tackle their most pressing strategic and operational challenges.
- Created an Emergency Relief Fund that has invested nearly \$2.5 million to support 47 local initiatives during the COVID19 pandemic.
- Launched and implemented the \$7.5M Chicago Design Challenge to accelerate learning recovery and address the mental health challenges of youth most affected by the pandemic.

OUR COMMITMENT TO RACIAL EQUITY

A Better Chicago is committed to advancing racial equity and ensuring Chicago youth are economically mobile and thriving in education, career, and life. Given this nation's longstanding history of systemic inequity, we focus our efforts on funding and scaling ideas that expand opportunities for Black and Latinx youth, with particular emphasis on those ideas coming directly from the communities we serve. Our commitment is reflected in our strategic investment priorities, as well as our business operations, as we work to measure the impact of our portfolio investments, staffing, and contracting.

We are devoted to aligning our policies, practices, and resources to foster equitable opportunity for all. As we continue in our mission to build a Chicago where low-income, Black, and Latinx youth can thrive, we are also dedicated to building an anti-racist organization in which all of our stakeholders feel empowered to learn about and dismantle barriers to opportunity. We know this work is complex, but our commitment is durable, and we intend to be an active and engaged participant in the necessary work to elevate solutions for creating a more just and equitable world.

A Better Chicago is an equal opportunity employer and welcomes candidates from diverse backgrounds.

For more information, please visit www.abetterchicago.org.