

**Job Opening:** Senior Consultant

**Status:** Full-Time

**Reports to:** Principal, Working Partner LLC

**Work Location**: In person, Near Downtown, Houston, TX

**About Working Partner**

Working Partner is a Houston-based strategy and evaluation consulting firm that supports

mission-driven organizations to deliver more meaningful results and enjoy greater financial viability in an increasingly complex environment. Working Partner helps clients achieve their goals through four core practice areas.

* Through *evaluation and strategic learning*, we support our partners in ensuring progress toward their goals by identifying and measuring critical markers of success and learning from what is working or not working.
* As *strategy advisors*, we create and help implement plans that translate ideas into

strategic action, generating the programmatic, policy, and organizational changes needed to deliver results.

* Our *capacity building* practice guides our clients through a comprehensive analysis of

current readiness, capabilities, and structure, and creates a blueprint for organizational

improvement and trainings aimed at ensuring long term effectiveness and relevance.

* Through meaningful *community engagement*, we help clients build valuable

partnerships and meaningful connections with the communities they serve.

Working Partner values equity, diversity, and inclusion and is intentional about engaging the voices and perspectives of people of color and those with less privilege in all our work. While every engagement is as different as our partners are, our work is characterized by common guiding principles, values, and beliefs:

* We aim to work with organizations dedicated to social and/or racial justice. We contribute to their efforts through with high-quality, creative, and collaborative facilitation, engagement, evaluation, and strategy approaches and tools.
* We believe in human potential and that the potential of communities of color has been systematically blocked. Thus, we seek and create opportunities to evaluate and strategize pathways with and for communities of color to build systems that advance racial equity and close the opportunity gap for underserved and marginalized communities.
* We value and encourage diverse perspectives. Within our organization and together with our clients and partners, we seek and include diverse perspectives at all levels of work and decision-making and foster a collaborative work culture where staff and partners are welcomed, respected, and meaningfully engaged.
* We care keenly about building local capacity and the local evidence base. Throughout all our projects, we aim to build or deepen the capacity of our clients and partners to evaluate their efforts, tell their stories, and shift the narrative to inform advocacy around their goals.
* We believe that our work should support our clients and partners in *taking action*. Their knowledge, experiences, and aspirations are the foundation for our work, and we are committed to sharing and presenting what we learn in ways that are most useful to them.
* We are lifelong learners and are always seeking opportunities to strengthen our efforts as individuals and consultants to serve as valuable contributors to our clients/partner’s work, and as change agents in the work to advance equity and economic, gender, racial, and social justice.

**Job Summary**

Working Partner is seeking applicants for a Senior Consultant to join our team. As a member of our small team, the Senior Consultant will be involved to some extent on nearly every project, participating in the design, management, implementation, and dissemination of findings in a way that realizes our values, meets (and ideally goes beyond meeting) our client needs, and strengthens Working Partner’s reputation for evaluation, strategic planning, and facilitation. As a Senior Consultant, this individual will assume primary responsibility for leading and managing all aspects of select projects. This position will require occasional work during non-traditional hours including evenings and weekends.

**Essential Skills**

Working Partner takes a participatory approach on all our projects, working deeply with diverse stakeholders - from foundations to individual organizations to community members - to co-create the work of the project. Accordingly, the ideal candidate must have excellent interpersonal and communication skills, robust facilitation experience, and a strong commitment to equity and making our community a better place for everyone to live. Additionally, given our small team, the ideal candidate must be comfortable working in a fast-paced, team-based setting and juggling multiple responsibilities.

**Essential Duties and Responsibilities**

The Senior Consultant is responsible for partnering with clients to analyze their needs; develop a scope of work to meet those needs; implement the scope of work using in-depth knowledge and expertise regarding strategy development, evaluation, strategic learning, and organizational development practices; and make recommendations that will help clients reach their goals.

Specific duties and responsibilities include:

* Meet with clients and related stakeholders to identify their consulting needs.
* Develop strategy/evaluation/capacity building approaches for client projects based on best practices with an eye towards using innovations while considering the potential benefits and risks affecting a program.
* Communicate with clients and stakeholders using engaging collaborative approaches to ensure participation in, and satisfaction with, the project.
* For every project,
  + Conduct research to inform the work to be done.
  + In collaboration with the Working Partner team, select and refine study measures, develop and implement tools, collect data and oversee quality control of data collection, and conduct appropriate analyses on quantitative and qualitative data.
  + Compile and analyze all available data. Create opportunities for clients and stakeholders to assist in developing findings and making meaning from the information.
  + Develop presentations using compelling visualizations and reports to share findings and assist with action plan development.
  + Assure utilization of findings and lessons learned by working with clients and stakeholders to develop action plans and systems to track progress.
* Stay up-to-date on trends in issue areas of interest, consulting practices, and trends in strategy/evaluation/capacity building through regular reading and professional development.

**Preferred experience and skills**

* Master’s Degree in related field.
* Strategic mindset.
* Experience with group facilitation and processing, and a successful track record working with different stakeholder groups and building bridges among diverse stakeholder groups.
* Quantitative and qualitative data analysis skills and familiarity with key evaluation principles regarding indicator development and measurement.
* Comprehensive knowledge of process improvement and experience with quality improvement practices.
* Strong project management experience; keen analytic, organizational, and problem-solving skills; and a successful track record in setting priorities and multi-tasking.
* Excellent written and oral communication skills.
* An understanding of the role of racial equity in reducing disparities and a willingness to use an equity and empowerment lens in all aspects of the work.
* Knowledge of current social, economic, and public health issues, and familiarity with Houston and local dynamics.
* Preferably knowledge of the local health context and key players in primary care and behavioral health.

**Compensation:** $90,000 to start, health and other benefits, and potential for an annual bonus.

**To apply for this position, please email a cover letter and resume to:**

[**Jessica@theworkingpartner.com**](mailto:Jessica@theworkingpartner.com)