



Job Description:

## Program Officer- Learning, Data & Storytelling

CRIF seeks a dynamic, flexible and collaborative **Program Officer- Learning, Data & Storytelling (PO-LDS)**, comfortable working remotely for a startup organization. The **Program Officer- Learning, Data & Storytelling** will work with the Executive Director and the staff to design learning and data collection strategies across CRIF's work and shape how CRIF tells its story across all of our audiences. The PO-LDS leads CRIF's Learning Community, a donor education and organizing space and drives narrative shift work in the children's rights and philanthropic sector in alignment with CRIF's mission, purpose, and values.

### About CRIF

The Children's Rights Innovation Fund supports efforts to reinvigorate and transform the global children's rights field by putting justice at the center. As a dynamic funder learning community, we promote learning, innovation, and collaboration to address the deepest root causes of children's vulnerability and well-being—and drive new investments in the power of youth activists, movements, and their allies. Together we will expand our collective imagination, experiment with new possibilities, and share what we are learning, all in service of a more just world for every child.

Beginning with a focus on racism, anti-Blackness, colonialism, and neo-colonialism, CRIF will grow and expand in collaboration with our partners to address additional root causes, including deep-seated adultism, that prevent millions of the most marginalized children from realizing their rights all around the world.



In a global moment that demands new courage and action, CRIF is an open invitation for funders to listen deeply to youth activists and allies, invest in their leadership and power, and deliver new resources and momentum toward lasting, systemic change.

Read more: [“Children’s Rights Work Often Fails to Address Racism and other Root Causes. A New Fund Aims to Change That.”](#)

## About the Ideal Candidate

The **Program Officer- Learning, Data & Storytelling** (PO-LDS) will have a passion for CRIF’s mission and be excited by the prospect of capturing the learning and insights from our grantmaking led children and youth activists and influencing the children’s rights sector to better reflect those stories. They will have a demonstrated ability to design research and narrative strategies, and they will also have a passion for youth organizing and a commitment to advance youth-driven solutions to the challenges they face. They will feel comfortable collaborating with people of all ages and backgrounds, and across different regions of the world.

We seek someone with an understanding of traditional monitoring and evaluation but with an interest in reshaping those tools to capture the stories they typically miss. They will be able to translate that learning across multiple contexts, age groups, ideologies and access to institutional power.

## Responsibilities

### Learning & Data Collection (55%)

- Track research, trends and new developments in the children’s rights sector
- Work with CRIF’s Youth Collaborative and Constituency to develop youth-centered, youth-led, and youth-focused research and learning frameworks and strategies
- Support the development and tracking of performance indicators, both qualitative and quantitative

### Donor Accompaniment & Education (30%)



- Shape CRIF's thought leadership in the realm of youth-driven research and data collection tactics that support youth movements
- Coordinate and facilitate the Learning Community in collaboration with CRIF's Executive Director
- Support the development of learning events/ opportunities for the members of the Learning Community (mostly leaders in the children's rights and philanthropic sectors)
- Work with donor/clients to design learning programs that enhance their capacity to address root causes of children's rights violations and to better support the leadership of children and youth activists

### Storytelling (15%)

- Design presentations, papers, and reports that capture CRIF's learning
- Support the development of strategic communications materials to advance CRIF's mission and strengthen CRIF thought leadership in the children's rights and philanthropic sectors
- Define strategies for narrative change towards better support of the leadership of children and youth in the children's rights sector

### Qualifications

- B.A./B.S. with at least three years' experience working in program related support capacity in philanthropy, feminist social movement, youth development or children's rights spaces
- Experience writing, editing, and copy editing reports and advocacy documents for various channels and platforms (websites, social media platforms, newsletters, emails), and keen attention to detail.
- Experience with curriculum development and/ or non-formal training design
- Strong proficiency with data management applications, including Excel, Word, PowerPoint, MailChimp, G-Suite, Asana, Trello and databases
- Experience working and collaborating with youth, and a shared commitment to their leadership
- Strong organizational, communication, and interpersonal skills
- Demonstrated understanding of how race, ethnicity, gender expression, sexuality, and age shape experiences with power and access to opportunity
- Demonstrated ability to be a productive in a remote environment, work through ambiguity, and to contribute positively to an evolving work culture



## Work Environment

This is a remote position.

## Physical Requirements

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Physical demands include continual sitting, typing, and repetitive computer use for 8 hours a day. Also, requires frequently communicating with others including hearing and speaking clearly with individuals and groups.

## Benefits

Tides Center acts as the fiscal sponsor of The Children's Rights Innovation Fund and all employees are legally employees of Tides Center.

Tides offers a competitive benefits package. A sample of these benefits includes:

- 12 paid holidays per year.
- Employees accrue 3 weeks of paid vacation and 2 weeks of paid sick leave each year.
- Comprehensive medical, dental and vision insurance coverage. This includes two medical plans, one of which is employer-funded and includes a health savings account with monthly employer contributions.
- 401K plan with up to 5% match and immediate vesting.
- Life insurance coverage at 2x salary.

## Equal Employment Opportunity

Tides is an equal opportunity employer. We strongly encourage applications from women, people of color, and bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical condition including acquired immune deficiency syndrome (AIDS) and AIDS-related conditions. Also pursuant to the San Francisco Fair Chance Ordinance, we encourage, and will consider for employment, qualified applicants with arrest and conviction records.



Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. Please advise in writing of special needs at the time of application.

### To Apply

Email a resume and cover letter with the subject line "CRIF PO-LDS" to [connect@crifund.org](mailto:connect@crifund.org) by **May 12, 2022** (position will remain open until filled).