



Senior Evaluator

Albuquerque, New Mexico

Apex seeks a Senior Evaluator who shares our vision, mission, and core values to help lead and grow a team of exceptional thinkers. If the following sounds right to you, let's talk.

ORGANIZATIONAL OVERVIEW

Apex Evaluation has been serving the public and nonprofit sectors for over two decades, providing program planning, evaluation, facilitation, and technical assistance for a wide range of organizations and initiatives working toward academic, health, racial, social, and economic equity.

Our vision at Apex is simple and ambitious: Evaluation that works. It's a response to the myriad ways in which traditional evaluation has not served the needs of programs and organizations addressing complex issues or the people and communities most affected by their work. It is an evolving vision that mirrors the nature of the work: developmental, iterative, and emergent. Apex believes evaluation works best when it is in service of equity.

We pursue our vision with a mission of learning, rooted in systems thinking and equitable evaluation. There are many definitions of equitable evaluation, but our take is simply that *equitable evaluation is being mindful of the role perspective plays in learning*. Apex incorporates methods that allow for emergent learning using a systems thinking protocol to build, share, test, and evolve mental models in the real world. Mental models are our ideas, hypotheses, and theories of change. We maintain an awareness that evaluation is itself a perspective and must include and account for the diversity of voices involved in or affected by the mental model being evaluated. We take a very broad view of data, incorporating story as credible evidence. We recognize that research, evaluation, and programming efforts often reproduce inequity and that diverse perspectives are often not at the table. Through this lens, Apex strives to advance equity by developing goals, objectives, and evaluation questions that promote inclusion, diversity, and power-sharing across varied backgrounds, experiences, and perspectives.

Equitable evaluation is important in this era of rapid change where there is a premium on accelerated learning and an expectation that evaluation will contribute to building knowledge and promote decision-making based on data. Such learning requires slower, more deliberate thinking. Our clients are changing systems, policies, conditions, and behaviors at the individual, community, organizational, and governmental levels. We believe our model of learning makes evaluation work by:

- Promoting and facilitating the type of thinking needed to initiate and inform innovation and systemic change;
- Stimulating and guiding continuous improvement based on data to bring about meaningful and lasting change; and
- Identifying and addressing biases and misuse of data.

Learning and equity – along with collaboration, excellence, innovation, and leadership – are core values that ground Apex and the individuals who comprise it. Ultimately, we believe evaluation can make a difference and lead to thriving. Thriving programs. Thriving organizations. Thriving communities and people.

To learn more about Apex Evaluation, please visit: <https://apexeval.org/>.

THE OPPORTUNITY

Apex seeks a curious and creative learner who is willing to ask bold questions and challenge conventional approaches.

As a key member of the Apex leadership team, the Senior Evaluator will:

- Provide strategic guidance and technical expertise on all aspects of evaluation.
- Help build and strengthen Apex’s methodology and craft.
- Foster and steward relationships with philanthropic organizations and partners.
- Manage, mentor, and develop team members around professional craft, best practices, and standards.

To advance these goals, responsibilities include, but are not limited to:

- Cultivate relationship and business development opportunities across key client sectors.
- Create or refine evaluation plans, logic models, and theories of change.
- Design or adapt data collection instruments such as surveys, interview or focus group protocols, and observation forms.
- Identify and use secondary data sources, such as electronic medical record data.
- Monitor data collection for completeness and quality.
- Use statistical software to clean, recode, merge, and transform datasets.
- Perform basic descriptive and inferential statistics.
- Organize and code qualitative data, identifying themes and patterns in the data.
- Design and implement data quality assurance procedures.
- Create graphs, tables, and other figures for evaluation reports using best practices in data visualization techniques.
- Contribute to writing evaluation reports and project proposals.
- Recommend and develop internal standards, professional development, and shared learning opportunities for evaluation team members.

QUALIFICATIONS OF THE IDEAL CANDIDATE

While no one candidate will embody all the qualifications enumerated below, the ideal candidate will possess a doctoral degree and many of the following skills and qualifications:

- Experience in grantsmanship and business development with a history of success in securing and implementing philanthropic evaluation projects.
- Strong communication skills with internal and external stakeholders.
- Strong desire to learn and adapt.
- Ability to work independently and as part of a collaborative team.
- Knowledge of program evaluation approaches and research methods.
- Experience collecting, analyzing, and reporting quantitative and qualitative data.
- Experience with statistical software, including Excel, SPSS, or Stata.
- Experience with data visualization tools such as Tableau, R, or Microsoft BI.
- Comfortable learning and using new technology.
- Understanding and application of equity-centered evaluation approaches.
- Education and content knowledge in public health and health equity is highly desired.

LOCATION, COMPENSATION AND BENEFITS

- This position is based in Albuquerque, New Mexico, and eventual residency is expected. Relocation support and timelines for out-of-state applicants will be determined on an individual basis.
- Salary begins at \$105,000 per year with advancement and incentives based upon individual contribution, revenue generation, and overall company growth.
- Four weeks of paid vacation and eight paid holidays are included annually.
- Retirement plan and employer-sponsored health insurance are offered.

TO APPLY

This search is being assisted by [Linh Nguyen](#) and [Paola Peacock](#) of [NPAG](#). Due to the pace of this search, candidates are strongly encouraged to apply as soon as possible. Candidates may submit their cover letter, outlining their interest and qualifications, along with their resume via NPAG's [candidate portal](#).

Apex is an Equal Opportunity Employer.