





Margaret A. Cargill Philanthropies Evaluation and Organizational Learning Officer

Eden Prairie, MN (hybrid)
Salary Range: \$127,000 - \$151,000 for this role







Evaluation and Organizational Learning Officer

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About Margaret A. Cargill Philanthropies

Based in Minnesota, Margaret A. Cargill Philanthropies (MACP) is the umbrella over two grantmaking foundations funded through Margaret Cargill's estate: Margaret A. Cargill Foundation and Anne Ray Foundation. Rooted in guidance from our founder, MACP engages with strategic partners to support work that makes a lasting difference for communities, with particular attention to overlooked causes. Our global funding spans seven domains connected through common grantmaking approaches:

ANIMAL WELFARE	ARTS & CULTURES	DISASTER RELIEF & RECOVERY	ENVIRONMENT	LEGACY & OPPORTUNITY	QUALITY OF LIFE	TEACHERS & STUDENTS
Wellbeing of domestic animals and injured wild animals, and ways to increase empathy toward animals among children and adults	Folk arts, Native American art, music, tactile art, and artistically significant crafts that faster human creativity	Natural disaster preparedness, relief, and recovery, with emphasis on communities prone to low- attention disasters	Conservation of natural resources and protection of natural habitats	Opportunities aligned with MACP's strategic priorities and support for geographies of importance to our founder, Margaret Cargill	Supporting life's journey at vulnerable stages for children, young adults, families, and older adults.	Supporting the teaching profession and student success

The collective assets of MACP place it among the 10 largest philanthropies in the United States.

The two foundations have separate boards and investment portfolios but share a common mission of providing meaningful assistance and support to society, the arts, and the environment.

Margaret A. Cargill Foundation is a private foundation that came into existence upon Ms. Cargill's death in August 2006. In 2023, MACF's total assets were \$3.2 billion.

Anne Ray Foundation is a supporting organization, which may make grants only to organizations specifically named by Ms. Cargill. In 2023, ARF's total assets were \$4.9 billion.

MACP's <u>Philosophy of Grantmaking</u> underscores the values and guiding principles of Margaret A. Cargill by: using education and innovation as a means to achieve core purposes; empowering people to be self-sufficient; maintaining a low profile while meeting the needs of others; supporting programs that could have a broad impact, having socially redeeming values and standards, and that value life; and relieving suffering in times of disaster. As a core element of its philosophy, MACP invests in long-term relationships with key grantee organizations in order to find solutions that are consistent with the values of both parties.

- To live more fully into our philosophy of grantmaking, we adopted a DEIJ vision statement to guide our work; view it <u>online</u> here. The motivation and guidance for this diversity, equity, inclusion, and justice work is drawn from our mission and vision, our direction from Margaret Cargill, and the caring and compassionate culture we strive for through work with grantees, partners, and each other. Embracing this vision will have a transformational influence on our organization, our partnerships, the work we do, and the impact we ultimately seek.
- MACP's DEIJ Vision and the commitments embodied within are a living document, a guidepost, and they will evolve as we learn and grow. This statement is intended as a framework to guide our shared efforts as we develop the action steps and accountability measures necessary for the next phase of our work.





About Our Workplace

Our community of more than 120 employees brings expertise from a variety of professional and personal experiences. We are inspired by a common mission, shared values, and the difference we can make by working together.

In January 2023, we adopted our Employee Value Proposition (EVP) that shares our commitments to our team member's careers. We are committed to ensuring a diverse workforce where all team members feel like they



belong, and we put equity at the center of our approach to individual development. We make a robust investment in each team member's professional development to ensure they can contribute meaningfully to MACP's mission, grow in their roles, and achieve their career goals both within and outside of MACP. We also value staff retention, and the stability and consistency of a dedicated team. You can read our full EVP here.

We are also proud to offer a welcoming workplace that supports our employees' health and overall wellbeing. We supplement that environment with activities throughout the year that promote collaboration, learning, and fun. Reflecting our investment in staff wellbeing, we have deepened our commitment to flexible work schedules and have implemented an innovative new approach to work arrangements in 2022. All MACP staff have a reduced workweek, with half-day Fridays, year-round, with the option of working remotely up to two days per week.

MACP's home in Eden Prairie, Minnesota is a foundational aspect of our identity, reflecting an organizational commitment to sustainability, balance, and collaboration. In spring 2016, MACP completed a major building expansion, and our LEED Platinum certified building features include sustainable materials, outdoor meeting areas, a fitness room, and unique art and keepsakes from Ms. Cargill's personal collection and others, that reflect our grantmaking and the communities where we work. Our space is a living reminder of our values.



Eden Prairie is part of the Twin Cities metro area including Minneapolis and St. Paul, which have over 3 million residents and together make up one of the metropolitan areas in the country. A unique blend of small town and major cosmopolitan hub, both urban cores boast a thriving business atmosphere.

For more information on Margaret A. Cargill Philanthropies, please visit www.macphilanthropies.org.

The Opportunity

The Evaluation and Organizational Learning Officer at MACP will support the organization's learning and evaluation goals, ensuring equitable and inclusive approaches generate new insights to improve grantmaking and organizational performance. This role will lead and support collaborative projects in strengthening evaluative and learning culture and practice, progress and impact measurement, learning cycles for strategy development, and facilitate learning with internal and external colleagues and across subject matter areas in alignment with organizational priorities and values. This position reports to the





Director, Evaluation and Organizational Learning and is a member of the Evaluation and Organizational Learning team.

- Work collaboratively with the Evaluation and Organizational Learning team to advance the goals, strategies and capabilities of the organization around learning and evaluation.
- Partner with leaders to provide consultative support to teams through the planning and implementing of learning and evaluation priorities to support strategy and organizational performance. These efforts may include but are not limited to planning; facilitation; sensemaking; reflection; and sharing.
- Plan and lead effective in-person and hybrid meetings and workshops, utilizing learning focused facilitation skills, tools, and techniques. Design and implement technology solutions to support asynchronous group learning.
- Lead and support department projects and responsibilities, including curating and exchanging learning, advancing equitable practices, engaging with external networks, and developing systems to support equitable learning and evaluative practices.
- Cultivate relationships with external consulting partners and evaluation and learning staff at grantee partner organizations in alignment with our external engagement strategy. Manage equitable sourcing process to identify consultants for projects as needed.
- Support the Evaluation and Organizational Learning team in ensuring our practices and processes support and advance the organization's vision for diversity, equity, inclusion, and justice. Identify promising equitable practices to grow and adapt our practice.
- Develop products that support the sharing and exchange of learning and evaluation findings to internal and external audiences.
- Support continuous learning efforts by identifying opportunities for improvement within and across projects.
- Manage, lead, and participate in other organizational-wide initiatives as assigned.
- Support MACP's vision and commitment to diversity, equity, inclusion, and justice (DEIJ) by
- contributing to team and organization wide DEIJ goals and efforts.
- Demonstrate knowledge of and commitment to intercultural understanding and sensitivity and awareness of systemic racism and other forms of structural injustice.







Candidate Profile

While no single candidate may embody all the qualifications, an ideal candidate will possess many of the following professional and personal abilities, attributes, and experiences:

Minimum qualifications:

- Bachelor's degree in social sciences or related field.
- Five or more years of experience building group learning culture, supporting diverse teams, using data and evaluation insights as tools for learning and adaptation, and sharing learning with a variety of audiences.
- A learning mindset with a passion for continuous improvement, adaptive learning, and growth.
- Proven ability to act as a collaborative thought-partner in a responsive, client-focused manner with the capability to drive work forward when not the primary owner.
- Skills in project management sufficient to prioritize work, develop realistic action plans, and work on multiple complex projects simultaneously in a highly collaborative environment.
- Demonstrated skills in evaluative thinking sufficient to advise on evaluation projects.
- Demonstrated success in designing, coaching, and facilitating learning strategies and practices.
- Experience with a variety of effective group facilitation skills and tools for groups of varies sizes in in-person and hybrid settings and demonstrated ability to plan and lead constructive and engaging meetings and learning events (i.e., convenings, workshops, etc.).
- Experience working across multiple technology tools and platforms enough to recommend appropriate tools/platforms and approach for effective synchronous/asynchronous collaboration.
- Demonstrated ability to successfully advise through conflict and differing perspectives with awareness for appropriate escalation pathways.
- Verbal and written communication and presentation skills sufficient to share complex ideas to diverse stakeholders and to adjust deliverables to audience needs.





Preferred qualifications:

- General understanding of the role of philanthropy in social change, and the current context of evaluation and learning in the sector. Preference for experience in nonprofit or philanthropic sector in the U.S. and/or global settings.
- Familiarity with the Equitable Evaluation Framework and/or other culturally responsive equitable evaluation practices.
- Familiarity with Emergent Learning, Liberated Structures, and/or other learning approaches, principles, and tools.
- Master's degree with experience in evaluative thinking preferred, or an equivalent combination of education and experience.





Work Environment

The work environment is an office setting with a designated office or workstation at MACP's office in Eden Prairie, Minnesota.

- We practice a hybrid work schedule with the expectation that employees will work in-office 3 days per week with the option to work remote up to two days per week. This includes working in the office Tuesday and Wednesday and either Monday or Thursday; all employees work remote on Friday.
- There may be occasions where it is required to be in-office more than 3 days in a week or on a day normally scheduled as a remote workday, depending on the role.
- We practice shared work hours between 9am-3pm Monday-Thursday and 9am-12pm Friday.
- Occasionally, the person in this role may be required to adjust to time pressures and frequent changes. This role may require an irregular schedule or overtime.
- Up to 10 percent travel, both domestically and internationally.



Compensation & Benefits

MACP has identified a salary range of \$127,000 - \$151,000 for this role. The actual starting salary will be commensurate with years, breadth, and depth of relevant experience, education, certifications, credentials, special skills, accomplishments, and other factors relevant to the position.

MACP benefits are generous and include:

- Professional development benefits, including opportunities to participate in relevant membership organizations and external learning activities
- Tuition reimbursement for employees pursuing college or advanced degrees or a certificate.
- Strong medical, dental, and vision benefits for staff and their dependents with competitive monthly premiums and flexible spending accounts
- Reduced work week for all staff, with half-day closures on Fridays, year-round
- Minimum of four weeks of paid time off, in addition to a week-long year-end office closure
- Retirement programs, including 401(k) matching at 5%, with access to employer-paid financial planning resources
- In addition, the Organization may provide a discretionary contribution to employees'401(k) plan that vests over a five-year period.
- Matching gift program for charitable donations



 Additional benefits such as an employee assistance plan, an onsite fitness room, paid parental leave, and tuition reimbursement.

MACP is looking for qualified candidates who are authorized to work in the US, and we encourage any qualified applicants who are authorized to work in the US to apply. A full relocation package is not available for this role, but relocation support may be available as needed.

Commitment to Diversity, Equity, Inclusion, Equal Opportunity, and Accessibility

We know that engaging, building trust, and making a difference relies on the collective wisdom and strength of a truly diverse organization. With this in mind, we strongly welcome the interest of people who bring a variety of lived experiences, including people of color, all gender identities, people from the LGBTQ+ community, people with disabilities, and others who are excited to contribute their skills to our work.

MACP is an equal opportunity employer, and we consider applicants without regard to race, color, religion, gender, pregnancy, sexual orientation, age, national origin, marital status, citizenship, disability, veteran status, or any other protected characteristic as established under law.

MACP is committed to the full inclusion of all qualified individuals. As part of this commitment, we will ensure that persons with disabilities are provided reasonable accommodations.

Contact

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Please submit a compelling cover letter and resume to Koya Partners here. All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email MonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

About Koya Partners

Koya Partners, a Diversified Search Group company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

Diversified Search Group is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams. Learn more about Koya Partners I Diversified Search Group via the firm's website.

