



The
CENTER for
VICTIMS of
TORTURE

Director of Evaluation and Research

Position Title: Director of Evaluation and Research

Location: Remote

Reports to: Vice President of Global Programs

Summary: The Evaluation and Research Department's purpose is to advance CVT's mission by using the tools of research and evaluation to support clinical practice, defend torture survivors' human rights, and generate scientific evidence that contributes to ending the practice of torture globally. The Director of Evaluation and Research manages a growing department of over ten globally based evaluation and research professionals to design and implement a coordinated and comprehensive strategy for measuring the effectiveness and impact of CVT programs that focus on the delivery of mental health and psychological support and other services to survivors of torture, trauma, or human rights violations; the capacity development of service providers; and/or supporting human rights and justice-focused projects.

In collaboration with Evaluation and Research team members and program staff, the director will identify key areas for evaluation or research, build capacity for ongoing assessment, and lead efforts to conceptualize and implement a longitudinal strategic evaluation plan designed to strengthen programs, inform external stakeholders about our work, and generate knowledge to advance CVT's mission.

Job Responsibilities:

	Strategic Leadership: Develop and implement a strategic and comprehensive vision for research and program evaluation within CVT. Advise leadership on the implications of evaluation and research for the work of CVT. Participate with Senior Leadership Team members in the implementation of the strategic plan.
	Knowledge Management: Develop reports and publish and present on research and program evaluation to advance knowledge in the field of torture treatment and trauma. Advise program leaders on the implications of evaluation and research findings as applied to CVT's work.
	Evaluation and Research Design and Implementation: Provide technical oversight and supervision for research and program evaluation initiatives to evaluate the effectiveness and impact of CVT's programs and interventions. Ensure integrity and effectiveness of measures and data collection systems.
	Program Development: Partner with program leaders in the development of existing and new programs to ensure evaluation is an essential component of each program. Support evaluation and research program design and assessments. Participate in the development of project proposals and report writing.

	Department Management: Develop annual budget and manage department expenditures within budget parameters. Create and maintain positive relationships with program stakeholders. Define, clarify, and support the maintenance of clear roles and responsibilities, as well as an overarching department structure. Manage process, system, and structural change within the department.
	Staff Management: Manage and supervise staff. Build a strong and cohesive team. Hire, train, coach and develop staff members through ongoing feedback as well as formal performance management systems. Hold regular supervisory meetings with direct reports. Coordinate and facilitate team meetings. Ensure achievement of goals. Develop and maintain annual work plans (for individuals and team). Coordinate workflow, resources and priorities.
	Other Duties: Participate in other department and organization-wide activities, meetings and trainings. Complete administrative responsibilities. Perform other duties as assigned.

Qualifications:

Required education, experience, certificates, licenses or registrations

- Ph.D. in social science, global mental health, psychology or related field and at least 6 years of progressively responsible experience in research and program evaluation.
- Substantial experience as a senior manager, supervising staff and advising leadership on the implications of research and program evaluation.
- Demonstrated experience managing direct reports and teams effectively; including ability to develop rapport, build strong, trusting relationships and work cross-culturally. Experience working with geographically dispersed teams.
- Demonstrated success leading change management initiatives.
- Excellent strategic thinking skills, with the ability to operationalize concepts and transform ideas into action.
- Extensive experience conducting complex research and program evaluation. Depth and breadth of knowledge of research design and qualitative and quantitative methodologies.
- Knowledge of psychological constructs, including mental health-related constructs.
- Experience working in an NGO or in an international context. Experience conducting evaluation and/or research in international, intercultural, and/or multilingual settings
- Experience writing or collaborating on proposals, grants and reports to funding entities

Preferred education, experience, certificates, licenses or registrations

- Ph.D. in social science, global mental health, psychology, or related field and at least 10 years of progressively responsible experience in research and program evaluation.
- Demonstrated ability to build relationships with academic and research institutions.
- Experience integrating racial, gender and social inclusion principles into MEL
- Experience working with refugees and/or survivors of torture or other gross human rights violations
- Experience applying research and evaluation to inform human rights and torture treatment, highly desirable.

Competencies (knowledge, skills and abilities)

- Fluency in spoken and written English is required.
- Ability to work effectively in Spanish, Kiswahili, French, Arabic, or another language preferred.

<ul style="list-style-type: none">• Superior interpersonal skills and demonstrated ability to collaborate and communicate effectively with individuals across an organization• Ability to develop relationships and communicate effectively (in writing and verbally) with colleagues working both in the U.S. and internationally, as well as with other stakeholders, with varying levels of familiarity with evaluation and research concepts• Interest and ability to engage in diversity, equity and inclusion efforts within the organization• Outstanding organizational, planning and follow-through skills, resulting in high-quality deliverables. Working knowledge of Microsoft Office suite (Outlook, Word and Excel), statistical analysis software (like STATA, R, or SPSS), survey tools (like Qualtrics, Kobo, or Alchemer), and qualitative analysis software (NVIVO, Dedoose)• Interest in or commitment to human rights
Supervisory Responsibilities:
Work Environment: <ul style="list-style-type: none">• Typical office environment• Time spent on the computer is approximately 90 %• Time spent in virtual meetings is approximately 75%
Physical Demands: While performing the duties of this job, the employee is regularly required to talk and hear. The employee frequently is required to sit; stand; walk; use hands to finger, handle or feel; and reach with hands and arms. This position requires the ability to occasionally lift office products and supplies, of up to 5 pounds.
Travel: Ability to travel nationally and internationally. International travel will involve some remote locations in low-resourced areas. Approximately 15%.
Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions and physical demands
Responsibilities described above are not a comprehensive list and additional tasks may be assigned to the employee from time to time as necessitated by organization needs

How to Apply:

This search is being managed by our executive search partner, Insight Executive Search.

For more information or to apply for the position, please contact:

Aaron Schmidt, President - aaron.schmidt@insightexecutivesearch.com