



---

**Title:** Manager of Learning and Evaluation

**Reports To:** Deputy Director (Programs)

**Salary:** \$75,000 with a generous benefits package including unlimited PTO

**Customary Work Hours:** 10:00 AM - 6:00 PM

**Customary Work Days:** Monday – Friday, with periodic weekends/evenings for meetings and events, at least two days required to be in the office, including mandatory full staff meetings

---

## POSITION OVERVIEW

Destiny Arts Center is seeking an Institutional Giving Manager to join a collegial community of talented professionals dedicated to the power of the arts to transform the lives of young people, families, and communities.

Destiny is a creative youth development organization with over 36 years of experience serving youth and families in Oakland. Founded in response to the effects of violence in the lives of Oakland youth, our programs use movement, storytelling, collaborative art-making for young people's self-discovery, healthy self-expression, and positive connections to peers, adults, and their community. Annually, Destiny serves over 5,100 youth ages 3-24 via free and pay-what-you-can movement arts classes in school, after school, and during the summer. Each program offering is punctuated by community events, including our annual Love In Action recital and Moving for Peace block party. Destiny staff and teaching artists reflect the cultural identities and lived experiences of our young people, which allows us to design and facilitate programs that foster life skills that promote confidence in character in young people. At Destiny, we are people-first, fostering nurturing connections among Destiny youth and families; Destiny helps our community develop resilience, cope with adversity, and lead purposeful, connected lives.

The Manager of Learning and Evaluation (MLE) leads the day-to-day implementation of program evaluation activities at Destiny Arts Center. Destiny uses evaluation and assessment tools to understand and strengthen the impact of its youth programs, both onsite and in partnership with schools and community organizations. The MLE works closely with young people, families, community partners, staff, and Destiny's leadership team to coordinate and carry out program assessments and demographic data collection, supporting both internal reflection and external reporting.

Over the past two years, Destiny has intentionally cultivated a culture of equitable evaluation, grounded in its commitments as an anti-racist and social justice organization. In response to how traditional evaluation often reinforces racial bias and unequal power dynamics, Destiny has adopted culturally responsive approaches emphasizing collective growth, shared understanding, and continuous learning. The MLE plays a key role in sustaining and deepening this work, ensuring that evaluation is fully integrated into Destiny's organizational culture as a powerful, equity-centered tool for teaching, reflection, and systemic change. Central to this role is gathering and analyzing insights across youth, families, community members, and staff to inform practice, amplify community voices, and guide ongoing organizational learning.

## DUTIES AND RESPONSIBILITIES

### **Evaluation, Implementation, and Continuous Improvement:**

- Implement Destiny's learning and evaluation frameworks to support the organization's mission and strategic goals.
- Refine existing logic models, theories of change, and evaluation plans to measure program effectiveness and impact.
- Administer and manage evaluation tools—including surveys, interviews, and focus groups—to gather feedback from students, families, teaching artists, and community partners, ensuring the consistent use of culturally responsive and equity-centered practices.

### **Data Collection and Analysis:**

- Oversee the collection, management, and analysis of qualitative and quantitative data.
- Ensure data quality, integrity, and security in compliance with ethical and legal standards.
- Analyze data to identify trends, strengths, and areas for growth across programs and organizational initiatives.

### **Reporting and Communication:**

- Craft compelling evaluation narratives, dashboards, and presentations that share the story of Destiny's impact with internal and

external audiences.

- Translate data and findings into accessible, visually engaging formats that highlight the voices and experiences of youth, families, and community partners.
- Collaborate with the Development team to weave data-informed stories into grant proposals, progress reports, and funding renewals—demonstrating the transformative power of Destiny’s programs.

**Capacity Building and Organizational Learning:**

- Train and support staff and teaching artists in data collection and evaluation practices, fostering a shared understanding of the importance of evidence-based decision-making.
- Facilitate reflective learning sessions with staff, youth, and community stakeholders to discuss evaluation findings and identify opportunities for program improvement.
- Develop and maintain resources, tools, and guides to support consistent evaluation practices across the organization.

**Partnership and Collaboration:**

- Build relationships with external evaluators, researchers, and academic partners to enhance Destiny’s evaluation capacity and credibility.
- Stay informed on emerging trends and best practices in evaluation, creative youth development, and arts education to ensure Destiny’s practices remain innovative and effective.

**Strategic Input:**

- Collaborate with the leadership team to integrate evaluation findings into organizational strategy, program planning, and decision-making.
- Provide input on the design of new programs and initiatives to ensure they include measurable outcomes and evaluation plans from the outset.

This position description does not promise or imply that the functions listed are the only duties to be performed or that the position may not change, or be eliminated.

**SKILLS AND EXPERIENCE**

- Bachelor’s degree in education, social sciences, nonprofit management, public policy, or a related field (Master’s degree preferred).
- Minimum of 5 years of experience in program evaluation, data analysis, or impact assessment, preferably within a nonprofit or education setting.
- Expertise in qualitative and quantitative research methods, with experience designing and implementing evaluation tools and processes.
- Proficiency with data analysis and visualization software.
- Exceptional communication skills, with the ability to translate data insights into actionable recommendations.
- Strong organizational and project management skills, with attention to detail and the ability to manage multiple priorities.
- Experience working with diverse communities and a deep commitment to equity, inclusion, and social justice.
- Familiarity with creative youth development, arts education, or trauma-informed practices preferred

**APPLICATION PROCESS**

Interested applicants should submit a resume and cover letter by email to [careers@destinyarts.org](mailto:careers@destinyarts.org) (include “Manager of Learning and Evaluation” in the subject line). Please note we will review applications on a rolling basis. The position will remain open until filled.

EOE STATEMENT Destiny Arts Center does not discriminate on the basis of race, color, religious creed, sex, gender, gender expression, gender identity, age, national origin, ancestry, disability, marital status, sexual orientation, military status, prior contact with the criminal legal system, or any other basis prohibited by law.