



TexProtects

Champions for Safe Children

DATA ANALYTICS MANAGER SEARCH PROFILE

DALLAS, TX

NOVEMBER 2021



The Organization

TexProtects was founded in 2000 as the Dallas-based Child Abuse Prevention Advocacy Commission (CAPAC) to address the critical need for reform in Dallas County's Child Protective Services (CPS). Though the organization has evolved since its founding, eventually becoming today's TexProtects, it consistently utilizes a multifaceted, evidence-based approach to bring awareness to issues surrounding CPS reform, organizing voices speaking to the needs of children at risk of abuse, and aims to activate the most powerful and effective constituency to advocate for change in these issues. Furthermore, TexProtects utilizes short-term solutions to meet the immediate needs of at-risk children, their families and communities while also championing long-term reform by devising scalable and innovative solutions. Ultimately, TexProtects' goal is to create broad, systematic change via major public policy innovations of child protection systems and to leverage private and public funding to scale high-impact prevention solutions.

TexProtects' Mission

TexProtects protects Texas children from the trauma of abuse and neglect and empowers families to thrive through education, research, and advocacy. TexProtects effects change by organizing and educating its members to advocate for increased investments in evidence-based child abuse prevention programs, CPS reforms, and treatment programs to heal abuse victims.

TexProtects focuses predominately on five issue areas across the child protection continuum: child abuse prevention; CPS system and workforce; family preservation; foster care; and transition support for foster youth.

Impact and Collaboration

Recognizing the limitations of a single organization, TexProtects has consistently positioned itself as a coalition-builder and collaborator to advocate on behalf of outcomes for children. Over the last 18 years and 9 legislative sessions, TexProtects has assisted and/or led the passage of 53 bills that have improved the CPS system and fought for and secured over \$200 million for family support home visitation programs that currently serve over 20,000 Texas families. The legislative accomplishments have been achieved with support from many of our collaborative partnerships.

Today, TexProtects is an autonomous, nonpartisan data-driven think tank and advocacy organization designed to educate decision makers, private funders, and the public at large. It remains the only Texas organization dedicated to the main issues of protection, prevention, and the healing of abused and neglected children. Additionally, in 2017, TexProtects absorbed the operations of Prevent Child Abuse Texas

We are looking for self-motivated and purpose-driven individuals to join our collaborative, positive, fast-paced, flexible, and innovative culture!

Job Description

Job Title: Data Analytics Manager

Reports To: Managing Director

Main Office: Dallas

Category: Exempt; Full-time

Posted Date: November 2021



Purpose: The Data Analytics Manager will fulfill TexProtects function of using data to drive decision-making in our public policy and community partnership work on child protection issues.

This position will work with internal and external stakeholders to conduct data analyses, deliver impactful insights, and create solutions and presentations that move the needle on access, awareness, and action in TexProtects mission to prevent child abuse and neglect in Texas.

Goals and Objectives:

The Data Analytics Manager will be the lead researcher for the organization and the successful candidate is expected to have a deep and thorough understanding of data analytics.

Key Role and Responsibilities:

The Data Analytics Manager will serve as the organization's go-to data expert. The successful candidate will turn data into meaningful insights and those insights into meaningful presentations that can ultimately be used to drive advocacy action. The Analytics Manager will lead dashboard creation and oversee data extraction, management, analysis, and transformation. In this role, there will be opportunities to develop a wide-ranging skillset and take on unique leadership roles for innovative projects with partners around Texas that will impact state policy as well as child and family outcomes on child protection issues. To perform this job successfully, an individual must be able to satisfactorily perform each of the essential duties and responsibilities listed below. The duties and responsibilities include the following, though other duties may be assigned.

- Strategize with the team to research, conduct data analysis, and tell the story that leads to change in behavior and organizational impact.
- Plan and execute accurate data analysis and research, both collaboratively and independently, leading to actionable insights.
- Collect, aggregate, and synthesize quantitative and qualitative information from stakeholders, nonprofit organizations, federal or state agencies, and/or providers serving children.
- Prepare high-impact charts, data visualizations, PowerPoint presentations, and memos to communicate key findings to funders, staff, policymakers, and TexProtects stakeholders and audience.
- Develop and present content for partners to enable more informed decision making and outcomes focused strategies.
- Develop analytic tools and visualizations to support TexProtects Policy Agenda.
- Engage in new, complex challenges with team and collaborative partners.

Key Skills, Competencies, Characteristics: To perform this job successfully, an individual must be able to perform each qualification satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

- Proficiency in Microsoft Excel, PowerPoint, and Tableau, Experience using GIA, R, SAS, Alteryx, and/or SQL is a plus but not required
- Strong strategic and analytical thinking skills
- Strong IT and statistical skillset

- Solid understanding of data sourcing/collection, data organization, and data storage
- Disciplined, structured and data driven approach to decision making and problem solving with a sharp focus on metrics, outcomes, and results
- Deep creativity and an ability to use data to uncover potential opportunities for growth and innovation
- Passion for learning and for continuous improvement; comfort with ambiguity and enthusiasm to develop insights around complex, systemic challenges
- Highly detailed-oriented and self-starter; accuracy is a requirement
- Demonstrated ability to work independently in a fast-paced environment, lead projects, meet multiple concurrent deadlines, organize time and priorities, and work well as a member of a team
- An exceptionally high level of integrity, trust, accountability, and superior judgment
- Exceptional attitude with high professionalism
- Commitment to the mission of TexProtects

Education and Experience:

- Demonstrated proficiency in utilizing large data sets and communicating analysis through innovative visualizations and multiple platforms
- 3+ years of data analytics experience with higher priority for candidates with child welfare or experience with state agencies
- Bachelor's degrees in Economics, Business, Computer Science, or Statistics. Graduate degree a plus, with preference for Master's in Public Policy, Business Analytics, or an MBA (relevant experience can substitute an advanced degree)

Physical Requirements:

The physical requirements and work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the job.

- Moderate to high-stress level
- Regular and predictable attendance
- Moderate noise level
- Occasional standing and lifting of at least 5 pounds
- Long periods of sitting
- Occasional travel

To Apply:

Please submit a cover letter including salary compensation and resume to the Director of Operations, Brandy Lindsey at brandy@texprotects.org.

No phone calls please.

Applications Accepted Until December 2, 2021

Please insert "Data Analytics Manager" in the email subject line.