

Impact Associate



Working model: Hybrid, at least 3 days per week in office

Key skills: Project management, relationship management, critical thinking, problem-solving

Minimum education: Relevant graduate degree

Applicable full-time work experience: 5+ years

Desired start date: April – May 2026

About Slingshot Memphis

Slingshot Memphis is a poverty-fighting center of influence that's revolutionizing poverty-fighting effectiveness. By disrupting traditional methods of alleviating poverty with innovative analytical and outcomes-driven approaches, we help ensure people experiencing poverty receive the most effective interventions that will enable them to thrive.

Unlike business, medicine, and many other sectors that have established, objective processes for measuring outcomes, the poverty-fighting ecosystem simply hasn't. This has made it nearly impossible to know which programs and services most effectively reduce the social and economic gaps in Memphis, TN. Slingshot has addressed this by developing a new, standardized methodology to measure poverty-fighting effectiveness.

Slingshot strives to achieve three primary objectives in order to realize our mission:

1. Improve the effectiveness and outcomes of poverty-fighting organizations
2. Increase the allocation of financial resources to the most effective poverty-fighting efforts
3. Equip decision-makers with the insights and tools to make more evidence-based decisions

We learn what is effective at alleviating poverty by conducting 3–5 month impact studies on poverty-fighting organizations. These studies gather extensive evidence from these organizations and combine it with research about analogous programs and analysis on the benefits they create to accurately determine an organization's poverty-fighting impact. With this knowledge, we are able to identify opportunities that can enhance the outcomes poverty-fighting organizations provide for the people they serve. The insights from these studies help poverty-fighting organizations improve their effectiveness and help the philanthropic community identify how to make more evidence-based funding decisions. Using these insights across all poverty-fighting decisions will help ensure our community's efforts produce the greatest benefits possible.

Impact Associate role

Slingshot seeks an Impact Associate to help conduct the impact study process. This role reports to the Impact Manager and is responsible for leading the Slingshot Impact Study for multiple poverty-fighting organizations at a time. The Impact Associate will also have responsibilities to help further enhance Slingshot's methodology, processes, and impact.

Responsibilities

- Manage impact studies simultaneously for several poverty-fighting organizations
- Establish strong relationships with leaders of poverty-fighting organizations
- Prepare for and lead impact study meetings with organizations
- Synthesize information gathered from qualitative interviews with poverty-fighting organizations
- Apply insights from secondary research to draw evidence-based conclusions
- Assign results for each dimension of the impact study based on the evidence
- Identify and develop detailed opportunities for greater impact that empower poverty-fighting organizations to improve their effectiveness
- Provide technical assistance to support poverty-fighting organizations in the implementation of identified opportunities
- Create deliverables that communicate the poverty-fighting impact of an organization and the associated research and evidence
- Contribute to strategic initiatives and other projects outside of the impact study

Qualifications

- Personal interest in alleviating poverty, innovating new solutions, and building equity
- Strong self-awareness and desire to receive feedback and continually improve
- Exceptional relationship management skills that incorporate advanced emotional intelligence, empathy, and the ability to work with diverse personalities
- Experience facilitating meetings and collecting and analyzing qualitative data
- Effective collaboration skills and the ability to work effectively with a team
- Strong organization skills to efficiently and effectively manage multiple workstreams
- Experience applying secondary research and quantitative analysis to make decisions
- Demonstrated rigor and quality of work, including excellent attention to detail
- Experience managing projects or participating in change management initiatives
- Bachelor's Degree and relevant postgraduate degree required
- At least 5 years of applicable full-time work experience

Even if you do not have 100% of these qualifications, we would like to hear from you.

Salary

Minimum salary of \$65,000 along with healthcare benefits, a 401k match, and paid time off. Starting salary scales based on experience and education.

Application

Send your resume and a brief statement of interest to careers@slingshotmemphis.org with "Impact Associate" in the subject line. Your statement of interest should describe why you are interested in working with Slingshot and how you feel Slingshot would help you achieve your professional goals. Slingshot will follow up with selected applicants to schedule interviews. Slingshot is an equal opportunity employer.