

Vice President of Data, Impact, and Learning

Mountain View, CA, US

6 days ago Requisition ID: 1143

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Salary Range: \$257,000.00 To \$321,000.00 Annually

POSITION DESCRIPTION

VICE PRESIDENT OF DATA, IMPACT, AND LEARNING

THE SOBRATO ORGANIZATION

Mountain View, CA / October 20, 2025

OVERVIEW

The Role. The Sobrato Organization (TSO) seeks a dynamic and experienced data strategist and champion, impact advisor, and senior leader to serve as our first-ever **Vice President - Data, Impact, and Learning**. This newly created role offers a unique opportunity to shape and build TSO's enterprise-wide impact and learning vision, alongside the systems that drive performance and ensure strategic decisions integrate purpose, impact, and financial goals. This role will work across the enterprise with internal stakeholders, governance bodies, partner organizations, and the communities we serve. The role will ensure a holistic view of the organization's impact by improving data quality, driving meaningful learning, and facilitating iteration and improvement across philanthropies, real estate, and capital.

The Organization. As a dynamic, privately-held enterprise, TSO leverages the collective power of our three enterprises - Sobrato Philanthropies, Sobrato Real Estate, and Sobrato Capital- to live out our mission of "building a more equitable and sustainable world through business and philanthropic leadership." TSO is at a critical inflection point as it works to "integrate for impact," aligning its business and philanthropic goals and taking a disciplined approach to operationalizing how the enterprise and family leverage their assets for positive impact, ensuring the totality of its work has a meaningful impact.

The Function. The VP is a critical new senior leadership position for the organization as it works to achieve this vision fully. The VP will strengthen organizational effectiveness, leading TSO's enterprise-wide data, impact, and learning strategy to drive performance and align purpose, impact, and financial goals. The VP will guide and shape how the organization defines, gathers, evaluates, and applies learning. The VP will foster a culture of learning and data-informed decision-making, ensuring that insights from TSO and its partners are understood and applied to guide strategy, strengthen accountability, and drive systems change. The VP will also serve as a data architect, linking disparate information systems and translating and aggregating data across multiple data sources. As a new role and function, the VP will have the opportunity to further define and evolve the position and function at TSO for maximum success and impact.

Reporting and Organizational Partners. The VP reports to TSO's Chief Impact Officer and serves on the TSO Senior Leadership Team. The VP will work closely with internal staff in the areas of 1) measurement, evaluation, and learning, 2) grants management, 3) Sobrato Philanthropies; 4) TSO-wide horizontal initiatives on housing security and environmental sustainability; 5) Sobrato Real Estate as it scales its work in sustainability and manages a portfolio of social purpose real estate; and 6) Sobrato Capital as it scales the impact investment portfolio, and 7) Information Technology (IT). The VP will also partner with staff to engage with grantees and community members on participatory input and collaborative social impact work, reporting, and learning.

Qualifications. The ideal candidate has: 1) relevant senior leadership experience and proven expertise in defining, driving, and embedding organization-wide learning and a culture of data-informed decision-making; 2) a strong track record as a trusted resource and data-driven strategist and champion; 3) experience with leading-edge technologies, data systems, quantitative and qualitative methodologies, and AI tools; 4) a reputation as a compelling and inspirational people leader, with exceptional communication, storytelling, partnership-building, and relationship management skills; and 5) financial acumen and experience in general business planning, with the ability to connect data insights to strategic and operational decision-making.

Logistics. This full-time exempt hybrid position is based in Mountain View, CA. TSO has designated Mondays, Tuesdays, and Thursdays of each week as "Core Collaboration" days, where all employees are expected to be present in the office to facilitate a sense of community and belonging among employees and allow for inclusive collaboration within and among teams. The target starting salary for this position is \$257,000 to \$321,000 per year, depending on experience.

THE ORGANIZATION

The Sobrato Organization ("TSO") is a multi-generational, family-owned firm based in Silicon Valley with 92 employees. Sixty-five years ago, its founder began developing commercial real estate for high-growth companies before expanding to include building multifamily communities, investing in entrepreneurial enterprises, and giving back to the communities where the family lives and conducts business. The Sobrato family applies the same values of mutual accountability, collaboration, engagement, excellence, and integrity across all its philanthropic and business activities, leveraging the combined power of their investments to create value and opportunity in their local community and beyond.

TSO comprises three enterprise groups that are integrated for impact, all served by a shared enterprise operations platform:

1. Sobrato Philanthropies. The mission of Sobrato Philanthropies ("SP") is to partner with communities to meet immediate needs, address systemic barriers, and pursue social justice to build a more equitable and sustainable world. Three generations engage in grantmaking, advocacy, and impact investing globally and, through a collective strategy, work to improve the Silicon Valley region by supporting

thriving communities. **Key fact:** Since its founding, and due to the success of the Real Estate and Capital enterprises, Sobrato Philanthropies has donated cash, real estate, and free office space totaling nearly \$1.5 billion. The organization currently grants \$100 million annually, with additional financial commitments made through impact investing and social purpose real estate. TSO has been the largest donor to the Silicon Valley region for many years and has a diverse portfolio of work led by individual family members.

2. **Sobrato Real Estate & Development.** TSO's Real Estate & Development group develops and operates world-class office buildings, apartment homes, and mixed-use projects in high-growth markets in the western United States. Its mission is to develop, acquire, own, and operate profitable real estate projects that prioritize sustainable design and the wellness of employees and benefit the communities in which they are located. **Key fact:** TSO has developed over 21 million square feet of R&D and office buildings and 10,000 apartment units. The firm's current real estate portfolio comprises 14 million square feet of office and multifamily properties, all 100% owned by the Sobrato Family without institutional partners.
3. **Sobrato Capital.** Sobrato Capital leverages TSO's investment expertise, network, capital resources, and long-term investment horizon to generate superior investment returns that complement the success of the firm's Real Estate & Development operations and build the resources of Sobrato Philanthropies. Its mission is to sustainably grow the organization's assets to support TSO's broader business and philanthropic goals while serving as a partner of choice for investments. **Key fact:** Sobrato Capital, a diversified portfolio of public and private investments, was started in 2009 to diversify the family's holdings and manage the growing endowment of Sobrato Philanthropies. Sobrato Capital also has cumulative impact investment commitments totaling \$450 million across TSO and affiliated external entities.

KEY RESPONSIBILITIES

- **Impact and Learning Vision.** Create and drive a TSO-wide data, impact, and learning vision to drive performance and ensure strategic decisions integrate financial, purpose, and impact goals.
- **Data Framework and Metrics.** Build from existing TSO practices and approaches to lead the development of a unified, enterprise-wide data and measurement strategy that defines key metrics, integrates systems and data sets, ensures quality assurance and stakeholder engagement, and delivers actionable insights to drive a learning culture.
- **MEL and Grants Management Integration.** As the function evolves, further advance the integration of MEL and grants management, advancing systems that support continuous learning and effective grantmaking. Partner with staff and stakeholders to ensure grant data and evaluation results are used to inform strategy, iterate, and enhance impact.
- **Internal Alignment and Collaboration.** Partner with key internal stakeholders and lead cross-functional working groups to align, coordinate, and integrate TSO-wide impact and evaluation goals, systems reporting, and learning.

- Systems, Tools, and Methodologies. Partner with the IT Director and other key stakeholders to assess the current IT and data systems and capacities for impact and learning across TSO and develop and implement an integrated technology and data system for enhanced data collection and analysis.
- AI Integration for Learning and Insight. Assess and guide the thoughtful adoption of AI solutions to strengthen the overall impact and learning function. Leverage AI tools and techniques to enhance data analysis, streamline evaluation processes, and generate predictive and real-time insights that inform strategy, grantmaking, and organizational learning.
- Reporting. Create aligned reporting and develop TSO's first-ever enterprise-wide report, analyzing and interpreting internal results measurements, social and sustainability impacts, and other mission-driven results across the whole of the enterprise.
- Communications. Partner with the communications team to share insights and lessons learned with staff, stakeholders, and external audiences. Advance processes and methods that translate insights from TSO's measurement, evaluation, and learning work for broader audiences to magnify influence.
- Community Engagement and Field-Building. Support the development of approaches, data, and processes that are informed by the needs and insights of community partners; share best practices, lessons learned and integrate community voice and perspective into the way TSO carries out ME&L functions.
- Special Projects: lead and contribute to ad hoc projects of strategic importance.

QUALIFICATIONS

- Senior leader. Demonstrated record of senior leadership success in driving organization-wide learning systems and embedding data-informed decision-making into culture and practice. Experience may be drawn from philanthropy, the private sector, consulting, or other social-impact environments.
- Data champion. A strong track record as a data-driven strategist and champion, with experience in leading-edge technologies, data systems, quantitative and qualitative methodologies, and a passion for empowering others to use data to drive impact.
- Change management guide. Experienced in guiding organizations and teams through transitions while fostering buy-in for new systems, strategies, and ways of working.
- Functional integrator. Experience building cross-departmental partnerships and aligning learning and evaluation with grantmaking, operations, strategy, and communications to strengthen organizational performance.
- People leader. A reputation as a compelling and inspirational people leader with exceptional communication, partnership-building, and relationship management skills.
- Technology innovator. A passion for technology, innovation, and process improvement, and a track record of building enterprise-wide knowledge systems, grants management systems, data platforms, and visualization tools that drive organizational learning, strategic decision-making, and operational effectiveness.
- AI implementor. Skilled in leveraging AI as an evolving tool to enhance practices and work products, with the ability to design systems and guidelines that ensure appropriate use of AI in data, learning, and impact across the organization.

- **Storyteller**. Exceptional communicator, strategic synthesizer and storyteller, adept at translating complex data, evaluation results, and learning insights into clear, accessible messages for diverse internal and external audiences.

Additional Capabilities

- A solutions-oriented mindset and an innovative and adaptable problem-solver.
- Financial acumen and experience in general business planning, with the ability to connect data insights to strategic and operational decision-making.
- Collaborative, collegial, and team-oriented with a willingness to “roll up your sleeves” to get the job done, which is central to the TSO culture.
- High tolerance for ambiguity and an ability to thrive and adapt in an environment of growth and change.
- Experience that fosters knowledge of and sensitivity to the challenges faced by marginalized communities.
- An advanced degree (MBA or degree in a related field) with specific education or training in evaluation is preferred.

COMPENSATION AND BENEFITS

The target starting salary for this position is \$257,000 to \$321,000 per year, depending on experience. The Sobrato Organization promotes equitable and rewarding compensation for its team. Salary is commensurate with experience, plus a competitive benefits package with perks including medical, dental, and vision coverage; life insurance; 401(k) plan with generous employer match; paid time off and holidays; access to professional development resources; matching gift contributions; an Employee Assistance Program (EAP); cell phone reimbursement; public transportation passes; dedicated parking; stocked kitchen snacks and beverages; and many employee events and lunches.

Beyond competitive salaries, benefits, and perks, joining The Sobrato Organization is an opportunity to build upon the Sobrato family legacy of strong values, deep commitment, and large-scale community impact. It is dynamic and growing, encourages collaboration and continuous learning, and is committed to fostering a culture of inclusion. Our team has the opportunity to contribute immediately, taking on meaningful work alongside caring, talented colleagues.

EQUAL OPPORTUNITY STATEMENT

In alignment with our values, Sobrato Philanthropies is an equal opportunity employer committed to the values of diversity, equity, and inclusion. We are dedicated to building a team that represents a diversity of backgrounds, cultures, experiences, perspectives, and skills and to creating an environment of inclusion and belonging, welcoming to all regardless of race, skin color, ethnicity, religion, gender identity, sexual orientation, national origin, disability, age, marital status, military status, pregnancy, or parenthood. People of diverse backgrounds with lived experience in our communities and focus areas are strongly encouraged to apply.

TO APPLY

Martha Montag Brown & Associates, LLC has been retained to conduct this search. Interested and qualified candidates should apply by submitting relevant application materials via The Sobe Organization's candidate application portal here. All correspondence will remain confidential. Questions about the search and application process should be directed to search@marthamontagbrown.com.