



Senior Manager of Data & Financial Analytics

Req #3767

Admin Building, 700 Dearborn Place S, Seattle, Washington, United States of America

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Job Description

Posted Friday, September 26, 2025 at 6:00 AM

About Evergreen Goodwill

Evergreen Goodwill of Northwest Washington is a 501(c)(3) nonprofit organization founded in 1923 that helps people get jobs across Northwest Washington by offering high-quality free job training, education and job placement. Goodwill empowers individuals to overcome barriers to working, by providing comprehensive support and connecting them with life changing job opportunities, ensuring they are career-ready and can support themselves and their families.

The organization employs over 2,000 people, operates five job-training centers, 23 nonprofit retail stores and more than 27 donation sites in King, Snohomish, Skagit, Whatcom and Kitsap Counties. Every day, Evergreen Goodwill connects people with the jobs, services and skills they need — because Jobs Change Lives. We are committed to creating and sustaining a culture of equity, diversity and inclusion (DEI) and are focused on creating a joyful, inclusive and successful organization.

Title: Senior Manager of Data & Financial Analytics

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(On-site Required - 5 days/week)

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Salary Range: \$105,000 - \$125,000

About the Position

The Senior Manager of Data & Financial Analytics is responsible for taking strategic ownership of EGNW's existing data infrastructure and governance while adding the critical business intelligence layer that drives executive decision-making. This role assumes leadership of established data pipelines and processes, transforming them into a comprehensive business intelligence capability that provides executive instrumentation and strategic insights.

This position is critical to ensuring that EGNW's substantial data investments translate into actionable business intelligence while maintaining the governance framework that allows departments to own their data domains within established standards.

Essential Duties and Responsibilities

Include the following. Other duties, responsibilities, and activities may change or be assigned at any time with or without notice.

Strategic Data Leadership & Governance

1. Take strategic ownership of existing data architecture, pipelines, and governance processes
2. Establish clear data governance framework that enables departmental ownership within organizational standards
3. Provide executive-level strategic oversight of all business intelligence and analytics initiatives
4. Define data standards and policies that support both centralized governance and distributed ownership
5. Drive strategic alignment between data capabilities and business objectives

Executive Instrumentation & Business Intelligence

1. Develop comprehensive executive dashboards and strategic KPI reporting for senior leadership
2. Create advanced financial analytics including unit economics, profitability analysis, and operational metrics
3. Build predictive models and forecasting capabilities to support strategic planning and decision-making
4. Transform existing data capabilities into executive-ready business intelligence and strategic insights
5. Provide analytical support for board reporting, strategic planning, and external stakeholder communications

Data Platform Strategy & Optimization

1. Assume strategic oversight of Microsoft Fabric migration and platform optimization initiatives

[Skip to Content](#) optimization strategies for data platform investments


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5. Ensure platform capabilities align with business intelligence and analytics requirements

Cross-Functional Leadership & Stakeholder Management

1. Provide strategic coordination across Finance, IT, and Business teams while respecting domain ownership
2. Partner with Finance team on financial data strategy and reporting architecture
3. Collaborate with IT data engineering on technical infrastructure and governance standards
4. Work with business stakeholders on retail analytics and operational reporting requirements
5. Manage external contractor relationships and specialized analytics projects

Financial Analytics & Decision Support

1. Lead development of comprehensive unit economics and cost modeling across all business functions
2. Create financial models for budget vs. actual analysis, forecasting, and scenario planning
3. Analyze operational efficiency metrics across retail, warehouse, and program delivery operations
4. Support strategic initiatives with data analysis, ROI modeling, and performance measurement
5. Drive continuous improvement in data-driven decision making capabilities organization-wide

Business Intelligence Architecture & Innovation

1. Design and implement scalable business intelligence solutions that serve multiple stakeholder needs
2. Establish self-service analytics capabilities while maintaining governance and data quality standards
3. Drive adoption of advanced analytics and business intelligence tools across the organization
4. Lead evaluation and implementation of new analytics technologies and methodologies
5. Ensure business intelligence capabilities support EGNW's digital transformation initiatives

Position Requirements

Qualifications under the Americans with Disabilities Act (ADA)

To successfully perform this job, individuals must be able to complete each essential duty satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions.

Education

1. Bachelor's degree in Finance, Business Analytics, Economics, Data Science, or related quantitative field

[Skip to Content](#) advanced degree in relevant field preferred

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1. 6-8 years of progressive experience in financial analysis, business intelligence, or data analytics roles
2. 3+ years of strategic leadership experience with demonstrated ability to take ownership of existing systems
3. Experience managing complex data governance and business intelligence initiatives
4. Background in retail, operations, or mission-driven organizations strongly preferred
5. Proven track record taking strategic control of established data operations and driving business value

Strategic Leadership Skills

1. **Proven ability to assume strategic ownership** of existing technical systems and processes
2. **Executive presence** with ability to provide strategic guidance to senior leadership
3. **Change management experience** in taking over established operations and driving strategic improvements
4. **Strong business acumen** with ability to translate data capabilities into business strategy
5. **Cross-functional leadership** skills with ability to coordinate across departments without direct authority

Technical Skills

1. **Microsoft Stack Expertise:** Advanced Power BI, Microsoft Fabric, Excel, SQL Server
2. **Financial Modeling:** Advanced Excel, financial planning tools, budgeting and forecasting systems
3. **Data Analysis:** SQL, Python or R preferred, statistical analysis and modeling
4. **BI Architecture:** Experience with enterprise BI platforms, data governance, and scalable analytics solutions
5. **Database Knowledge:** Data warehousing concepts, ETL processes, data modeling
6. **Platform Management:** Experience optimizing data platform costs and performance

Business & Analytical Skills

1. Strong financial analysis capabilities including unit economics, margin analysis, and cost modeling
2. Excellent data visualization and storytelling skills for executive presentations
3. Experience with budget development, variance analysis, and strategic financial planning
4. Understanding of nonprofit accounting principles and reporting requirements

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management experience with ability to manage multiple strategic analytics initiatives
establish governance frameworks that enable distributed ownership


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[5 to senior](#)

leadership

3. **Strong influence without authority** - ability to drive adoption and compliance across departments

4. **Collaborative leadership style** that respects domain expertise while establishing strategic direction

5. **Problem-solving orientation** with ability to translate business challenges into analytical solutions

6. **On-site presence and availability** for strategic collaboration and executive engagement

Physical Abilities

1. While performing the duties of this job, the employee will be required to sit for periods of time, communicate with other employees by talking and hearing, and operate computer systems

2. Specific vision abilities required by the job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus

3. **On-site presence required** for strategic collaboration, stakeholder engagement, and executive reporting

4. Occasional travel to retail locations, warehouse facilities, and off-site meetings for data analysis and business intelligence initiatives

5. Able to communicate with others effectively both verbally and written, including those who have limited English skills. Maintain reliable attendance

Work Environment

1. **On-site position** - required to be physically present in the admin office environment

2. Exposure to computer screens and data analysis systems

3. The noise level in the work environment is usually moderate

4. **Full-time on-site schedule** with occasional flexibility for strategic meetings and stakeholder engagement

5. Occasional visits to retail stores and warehouse facilities to understand operations and data sources

6. Regular interaction with executive leadership and cross-functional stakeholders

Everyone Is Welcome

When you join Evergreen Goodwill, you join a truly vibrant community. We value the things that make us different and unique. From diverse international and ethnic backgrounds, to languages, identities, ages, orientations, and beyond, Evergreen Goodwill celebrates individual and cultural diversity.

Evergreen Goodwill?

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an that includes medical, dental, vision and prescription coverage

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4. Flexible Spending Accounts (FSA) Plan
5. Roth and 403(b) Retirement Savings Plan program
6. Paid vacation, (9) holiday and sick time
7. Limited paid time off for Jury Duty and Bereavement Leave
8. Employee discounts
9. Employee Assistance Program (EAP)
10. Career Advancement Opportunities
11. Paid Job Training

EEO Statement: Evergreen Goodwill of Northwest Washington is an Equal Opportunity Employer. We do not discriminate on the basis of race, color, religion, creed, sex, national origin, age, disability, marital status, citizenship, military status, sexual orientation, gender identity, genetic information, veteran status, or other protected characteristics in accordance with applicable law. This policy applies to all aspects of employment, including hiring, compensation, benefits, and termination.

This document does not represent a contract of employment, and EGNW reserves the right to change this job description and/or assign tasks for the employee to perform, as EGNW may deem appropriate.

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Why work at Evergreen Goodwill?

- A health plan that includes medical, dental, vision and prescription coverage

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disability insurance (for salaried employee)

- Voluntary supplemental coverage for life, accident, illness, and short- and long-term disability
- Flexible Spending Accounts (FSA) Plan
- Roth and 403(b) Retirement Savings Plan program
- Paid vacation, (9) holiday and sick time
- Limited paid time off for Jury Duty and Bereavement Leave

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- Employee referral bonus
- Employee Assistance Program (EAP)
- Mentorship Program
- Career Advancement Opportunities
- Paid Job Training

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Job Details

Job Family

Information Technology

Job Function

Salaried

Pay Type

Salary

Hiring Min Rate

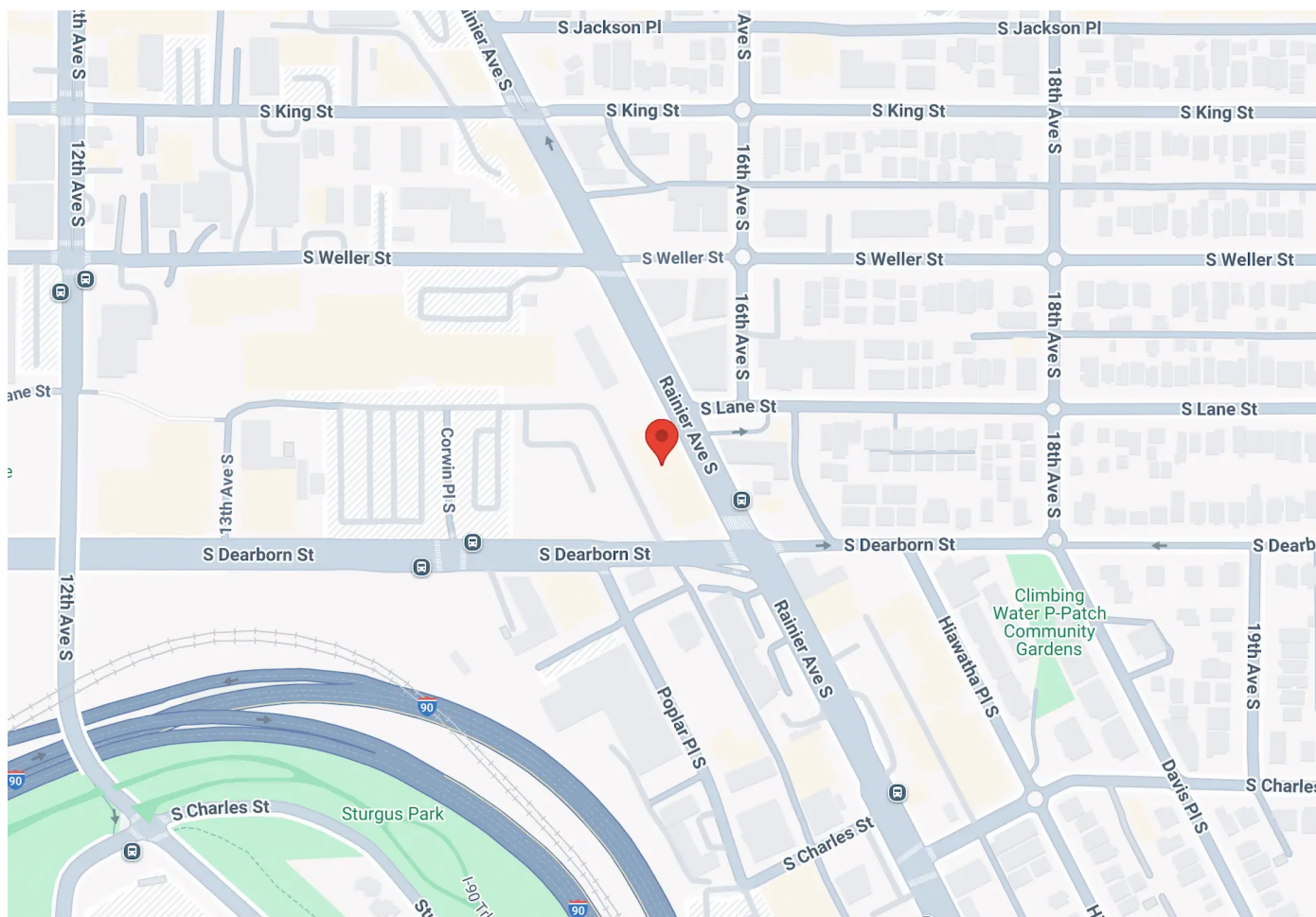
105,000 USD

Hiring Max Rate

125,000 USD

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