



COMMON APPROACH  
TO IMPACT MEASUREMENT  
L'APPROCHE COMMUNE  
DE LA MESURE D'IMPACT

## We're looking for a Data Standard Tech Lead!

Full-time; **7-month fixed term for parental leave coverage**

Location: Canada (Fully remote; candidates must be able to work for at least 4 hours between 9 AM and 5 PM Eastern Time)

Salary range: **\$61,250-\$67,000/7 months**

**(Annual equivalent: \$110,000-\$120,000 CAD)** with 1 week paid vacation and 1 week paid sick leave

### About Common Approach to Impact Measurement

Common Approach to Impact Measurement (Common Approach) is working towards flexible, shareable impact measurement for social purpose organizations.

By developing community-driven standards, we aim to change impact measurement's underpinnings. Common Approach is committed to refocusing impact measurement on the needs of operating charities, nonprofits, social-purpose businesses, and those they serve while ensuring foundations, grantmakers and impact investors get the data they need.

Common Approach is four **community-driven** standards: **Common Foundations**, **Common Impact Data Standard**, **Common Framework**, and **Common Form**.

We are a small team backed by a talented and diverse governance group and an all-star network of partners. Think of us as an early-stage start-up with the potential for moon-reaching growth!

Learn more at [commonapproach.org](https://commonapproach.org).

### About the role

This role is a high-impact "innovation sprint" designed for a professional who is passionate about making complex data standards easy, accessible, and "servable" for diverse software vendors, funders, and non-profits.

You will play an integral role in facilitating the broad adoption of the world's leading linked data ontology for impact measurement. You will help to bridge the gap between



high-level semantic standards and the practical, relational data realities of the social purpose sector.

This role focuses on software design, development, documentation, testing, and providing support to end users of the Common Impact Data Standard. The Technical Lead is part of a team that includes other developers, expert ontologists, and account managers. The Technical Lead reports to the Head of Data Standards.

## Core Responsibilities

- **Strategic & Virtualization Guidance:** Provide solutions-architect-style guidance for implementing the Data Standard, focused on lowering barriers to data interoperability and exchange for organizations working primarily in spreadsheets.
- **Adoption Experiments:** Lead "Proof of Concept" tests and projects, like using virtualization layers, or low-code or no-code ETL tools, to demonstrate how spreadsheet-based data can be shared as queryable, standards-aligned APIs.
- **Infrastructure Management:** Own and maintain the CI/CD pipelines and semantic versioning for our standards and public data utilities (e.g. our [ontology files](#), [code lists](#), [Data Converter app](#), and [Airtable Extension](#))
- **Developer Resources:** Develop, document, and maintain "Quick-Start" implementation resources, potentially including JSON-LD Frames and other types of code samples or templates, to help software partners align to the Data Standard more quickly and with less direct support.
- **Community Feedback:** Support the interpretation of user feedback into actionable roadmap items for future product development.

## Requirements

- **Data Integration and Interoperability:** At least 5 years of software design and development for ETL and data sharing tools or utilities suited for use by small to medium organizations, and proficiency in standard web service/API development. Proficiency in Python, JavaScript, and Typescript is preferred.
- **CI/CD Ownership:** At least 1 year of experience as the owner or lead for software CI/CD systems (e.g., GitHub Actions).
- **Exceptional Communication:** The ability to translate complex semantic concepts into actionable business insights for non-technical stakeholders.
- **Strategic Insight:** A demonstrable ability to answer not just "is this technically possible", but to provide strategic and technical insight into evaluating "is it a good idea to do it this way".
- **Sector Alignment:** A commitment to Common Approach's [guiding principles](#): building impact measurement standards that are shaped by users and that place power with operating charities, social purpose organizations and those they serve.



In addition to the requirements above, a strong candidate for this role will also bring one or more of the following attributes to our expanding team:

- Working knowledge of languages and tools for linked data (e.g., JSON-LD, SPARQL, RML/R2RML, SHACL). You do not need to be a theoretical ontologist, but being able to bridge "Relational vs. Graph" logic is an asset.
- Experience in nonprofit, philanthropic, social purpose, social finance, impact investment, health services, or international development sectors, and their funding, investment, grantmaking, reporting, and/or impact measurement processes.

### **Success Metrics (7-Month Term)**

- Developed and tested 2-5 new strategies for data exchange (e.g., via stable JSON schemas using JSON-LD Frames).
- Developed 2-5 written/visual resources to answer common Data Standard implementation questions, reducing the "support burden" for new developer partners.
- Successful maintenance of stable, semantically versioned releases for all public standards and tools.

### **Terms**

This is a **full-time, salaried, remote position** with a **seven-month term** to cover parental leave. Compensation for this contract will be between \$61,250 and \$67,000 for seven months, depending on skills and experience. (This is equivalent to an annual salary of \$110,000-\$120,000 CAD.)

Working hours are flexible. A successful candidate must be available to attend 4-5 internal meetings per week between 9 AM and 5 PM Eastern Time, and, in general, be available for 4 hours/day during these hours.

Benefits over the course of this seven month term include 1 week of paid vacation, 1 week of paid sick leave, and paid statutory holidays.

### **Why work with Common Approach?**

Common Approach is a start-up environment in many ways; you'll gain experience working across many different domains and projects. With opportunities at every turn and a culture committed to developing people to be their best, this role is designed for you to learn, create, connect, and grow in your career.

You will join a team of passionate and committed professionals excited about our work



to shift and improve impact measurement through implementing the Common Approach Standards. Common Approach aims for a culture of trust, flexibility and support. We have lofty goals and ideals, but we are also committed to getting there in a sustainable, thoughtful way.

## **The next step is yours!**

Please send your resume and a short letter highlighting your relevant experience and skills to [info@commonapproach.org](mailto:info@commonapproach.org) with “Data Standards Tech Lead” in the subject line. All applicants will be informed whether they have been selected for an interview. Candidates may be asked for examples of their work and/or to complete a brief assignment.

Inclusion, diversity, equity, and accessibility strengthen the community of social purpose organizations and the quality, social relevance, and impact of our work. Take a look at [our staff team](#) and, if you are comfortable doing so, let us know if you represent a demographic that is currently underrepresented among Common Approach staff or the tech sector in general. Please include in your application whether you self-identify as Indigenous, Black, or as a member of another equity-deserving population group, if you are comfortable doing so.

## **Timeline**

- Applications will be accepted and reviewed, and interviews held, on a rolling basis until the position is filled.
- The anticipated start date is May 12, 2026.

Posted on February 5, 2026.