

Job Title:	Director of Impact, Education Success & Economic Opportunity
Department:	Impact
Reports To:	Chief Operating Officer
Direct Reports:	No
FLSA Status:	Exempted
Grade:	8
Parking Allowance:	No
Cellphone Eligible:	Yes

The Alliance for Strong Families and Communities is a strategic action network of thousands of committed social sector leaders driving to achieve a healthy and equitable society. We aggregate the very best sector knowledge and serve as an incubator for learning and innovation to generate new solutions to the toughest problems. We accelerate change through dynamic leadership development and collective actions to ensure policies and systems provide equal access and opportunity for health and well-being, educational success, economic opportunity, and safety and security. The Alliance includes its social enterprise FEI Behavioral Health.

Summary

Reporting to the Chief Operating Officer, the Director of Impact, Education Success & Economic Opportunity will lead the design and implementation of the Alliance's results-based plans for impact. The Director works in partnership with the Senior Director of Government Affairs to position the Alliance as a central resource and authority to advance Education Success & Economic Opportunity research, best practices, and necessary systems and respective policy change.

The Director is a strategic leader capable of working with Alliance leadership and leadership of Alliance member agencies to identify and anticipate trends and identify patterns in data and evidence in order to shape the Alliance's Impact strategies and public policy agenda. The Director is also charged with identifying knowledge gaps that must be closed to advance Impact.

The Director is responsible for identifying, prioritizing, and implementing strategies to fully operationalize the Alliance's efforts to achieve impact in the practice area(s) within our theory of change. The Director will be a subject matter expert in the practice area(s), will have experience in and be able to influence public policy, produce thought leadership pieces, and inform and guide the Alliance's efforts across departments to achieve meaningful progress in outcomes aligned to the impact area. Using a results-based plan framework and as part of the Impact team, the Director will be responsible for resource allocation, project definition, planning and execution and program and partnership development. She/he will lead and/or influence a cross functional team of staff and member volunteers to leverage Alliance resources to achieve agreed upon outcomes.



Essential Duties and Responsibilities including the following. Other duties may be assigned.

- Jointly conducts initial and ongoing market research to understand needs and opportunities of Alliance members and other key stakeholders.
- Monitors, influences and advances public policy in key impact areas.
- Responsible for using market knowledge to determine the most impactful investments of time and talent across strategies within the impact area(s) and the Alliance public policy agenda
- Develop and refine results-based plan(s), including short-term and long-term plans aligned with organizational objectives, key results and strategies that deliver on intermediate and long-term outcomes outlined in Alliance theory of change and a research agenda to address gaps in knowledge.
- Leads cross-departmental team in aligned action to implement the Alliance's results-based plans.
- Oversees resource planning to align member engagement, outreach, content and other activities to available resources. Manages budget expenses to maximize impact of strategies and activities.
- Plans for meaningful network engagement in strategy and execution of activities aligned with achieving key objectives aligned to impact area, including creating, managing and growing participation in Alliance Peer Exchange Groups and advocacy efforts.
- Develop content in support of the Alliance content strategy (including publications, learning opportunities and convenings) to ensure that network has access to high-quality research and information to inform evidence-based and innovative strategies.
- Represents the Alliance at national convenings, conferences and advisory groups as a subject matter expert in practice area.
- Builds and manages relationships within the network, external stakeholders, including funders, to foster generative partnerships that further our goals in impact area and create value for our network.
- Works in collaboration with marketing and communications team to develop messaging, content, communications and marketing strategies to increase visibility of Alliance and our network's contributions and value in practice area.
- Works collaboratively with director of fund development to develop and execute philanthropic strategy to secure resources to fund ongoing and new projects in support of practice area.
- Maintains strong knowledge and understanding of impact area and industry trends
- Identification, evaluation and selection of new strategic partners
- Negotiates and manages strategic partnership contracts
- Conducts research and analyses that leads to informed decision making on key issues such as cost, utility, scalability, and timelines for product/service implementations.

Education and Experience

Bachelor or master's degree in social sciences, social work, public policy, public administration; 5-7 years related experience and/or training; or equivalent combination of education and experience.

Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.



- 5-7 years related experience and/or training; or equivalent combination of education and experience.
- Strong portfolio and project management experience with the ability to plan and execute complex projects in a deadline driven environment
- Experience with budget development and management of expenses
- Demonstrated grants management experience including grant writing, project execution and reporting
- Experience working with human serving nonprofits with understanding of nonprofit structure, operations, and culture and passion for advancing the capacity and influence of the nonprofit sector
- Skilled at partnership cultivation and management; highly collaborative with ability to influence and engage coworkers outside of formal levels of authority
- Excellent communication skills, including strong writing skills and spoken communication skills; highly skilled public speaker and presenter and effective written communicator for diverse audiences and formats
- Experience developing informative and engaging learning environments and formats for adult professionals;
- Content expertise in practice area
- Excellent analytical skills necessary to resolve conflict and provide solutions
- Results driven team manager, able to motivate high levels of performance and deliver coaching and guidance that delivers high levels of employee results, satisfaction and engagement
- Program evaluation knowledge and experience including the development of performance outputs and outcomes and development of theories of change
- Highly skilled in Microsoft suite of programs; experience with CRM software, SharePoint; web conferencing and online listserv tools preferred
- Extremely adaptable – responds effectively to changes in situation or information

Competencies

- **Leadership Presence:** Shows courage in taking the right actions and making difficult choices; brings perspective to challenges and issues; empowers others; influences and motivates others with logic and facts rather than position power; fosters teamwork; is a consistent champion of change; simultaneously focuses on short and long term strategies/goals/actions; is proactive in all business issues; able to hold strong beliefs and not be swayed by strong opponents; always open to new facts that might change beliefs/positions; always ready to listen and evaluate the thinking of others; can present logical, factual arguments to support positions; willing to make commitments and manage deliverables accordingly; energized by tough challenges; takes unpopular stands when needed;
- **Critical Thinking:** Able to think outside the box and generate creative ideas quickly; bases judgments on evidence rather than personal preferences, stereotypes, or preconceived positions; seeks balanced views; thinks before acting; revises judgments when new evidence appears; recognizes that extreme views are seldom correct.



- **Process Improvement:** Drives all work activities toward making tasks simplified, organized, and efficient (efficient use of resources); works to continually improve operations and processes; champions improvement opportunities with network partners; offers and encourages innovative thinking; holds employees accountable for improvements and recognizes both effort and results; builds improvement projects into performance goals; provides clear direction on determining the highest quality, most efficient methods for accomplishing tasks; ensures all improvements are aligned with the business plan; proactively identifies process improvement opportunities and takes actions to implement changes;
- **Talent Development:** Provides ongoing coaching to assist employees in accomplishing their work and professional goals; partners with employees to prepare their unique development plan; discusses short term performance improvement opportunities and career interests; provides challenging assignments that help employees to reach their performance and career goals; advocates for employee growth within the organization; conducts periodic development/career progress discussions; encourages employees to continually develop their skills and to consider growth opportunities; is knowledgeable on a variety of developmental strategies; provides guidance to network partners in developing talent; sources and hires high potential talent that fits culture and the current and future position requirements
- **Team Management:** Able to build strong relationships between team members; models being a team player and expects team members to support each other and other departments in accomplishing goals; utilizes the talents of all team members; addresses conflict immediately in open, transparent manner; celebrates and shares team successes; provides ongoing flow of information to team members on business operations; promotes team cooperation and support with other departments; develops team mission, values, and vision that is connected to the organization's business plan Defines clear team member roles and sets clear priorities for the team and individual team members; advocates for team member development and growth
- **Strategic Management:** Develops and shapes a clear business strategy and goals that creates value-add and influences organizational goals by pulling together disparate information; thinking in a non-linear manner; anticipating future business needs; thinking creatively; integrating information from all parts of the organization; understanding revenue and resource development; monitoring sector and industry trends and extracting relevant information;
- **Change Management:** Establishes structure and processes to manage the constant nature of change; - Aligns organization with emerging strategies; communicates rationale for change; helps teams remain engaged and focused while facilitating transition to new thinking; consults with network on understanding and implementing change; demonstrates a sense of urgency and promotes a sense of urgency in managing change.



Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to stand; sit; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear. The employee is occasionally required to walk; climb or balance; and stoop, kneel, crouch, or crawl. The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, and ability to adjust focus.

Work Environment

The 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.

The noise level in the work environment is usually moderate.

Travel Expectations

Travel is expected; approximately 20 days a year.

Approved By: Human Resources Specialist

Approved Date: July 30, 2018

