

Executive Director, Bridge to Success Community Partnership (BTS)

BTS is a cradle to career partnership created by over 97 Waterbury, CT-based community stakeholders including schools, businesses, local public and private organizations, and parents who are passionate about creating opportunities for local youth to succeed in school, work and life. By joining forces, we ensure the city's youth - from birth to 21 - have access to the quality healthcare, education and support they need to become responsible adults. Together we are building a bridge to connect our youth to a brighter future.

The BTS Executive Director must be passionate about mobilizing this diverse community to improve educational results. He or she must drive the community's common agenda of ensuring Waterbury youth succeed in school, work and life. The Executive Director reports to a Community Council of stakeholders.

Responsibilities:

- Oversee the work of the partnership by recruiting and engaging partners; facilitate the work of the partnership and its committees; provide advice and counsel to Community Council members in establishing policies and monitoring outcomes of the partnership.
- Coach, facilitate, and provide technical assistance to networks of community partners to maintain momentum, achieve objectives and complete deliverables; supervise a continuous improvement process ensuring community partners can accelerate the change management process necessary to implement and sustain their proposed improvements.
- Develop and execute an annual fundraising plan securing backbone financial support from individuals, foundations and corporations; create and execute a strategy for an adequate sustained and diversified base of donors; develop and track proposals and reports for all fundraising to ensure financial stability of the city's cradle to career backbone function.
- Facilitate the partnership's strategic planning activities, including identification of vision, mission, goals, community level outcomes and priority strategies; organize the partnership to efficiently and effectively achieve goals and implement its related activities.
- Reinforce collaborative approach in work with Partnership committees, staff, and other organizational partners. Support and solicit input from team members at all levels to move the partnership's work forward and achieve its vision, mission and goals.
- Establish and maintain an effective system of communications throughout the partnership and the community to build and maintain a positive image; represent the partnership in its relationships with partners and the community; prepare key partnership spokespersons for speaking engagements.

Qualifications:

Education and Experience: Advanced degree or equivalent training, education or experience, and 8 - 10 years of experience in increasingly responsible supervisory management positions.

Knowledge and Technical Skills: Knowledge and demonstrated success in organizational development; continuous improvement; strategic planning; consensus building; people management; change management; project management; process management; and financial management of budget of \$400K with input into community budgets of \$750M.

Competencies:

Relationship Building and Maintenance: Proven experience and ability to build and preserve trusting and genuine relationships with public, private and community stakeholders to ensure partners understand the mission and community-identified priorities.

Communication and Interpersonal Skills: Excellent written and oral communications skills, strong interpersonal skills, facility with diversity, and comfort with ambiguity and dynamic organizations required. *Diplomacy* - Demonstrates sensitivity and tact to various constituents and their needs. *Interpersonal Savvy* - Relates well to all kinds of people—up, down, sideways, inside and outside the organization; build appropriate rapport to develop constructive and effective relationships; diplomatic and tactful; can defuse even high-tension situations comfortably. *Listening* – Provides feedback on what was heard. Responds to statements and comments of others in a way that reflects understanding of the content of what was said and the accompanying emotion expressed. Asks clarifying questions when understanding is incomplete to assure the speaker of the commitment to understanding what was said; persists in seeking understanding despite obstacles.

Critical Thinking and Problem Solving: Ability to address and overcome complex issues to achieve desired results. Ability to synthesize the community's expressed desires and guide the community in the desired direction.

Leadership: Coaches and motivates staff to ensure that their satisfaction, productivity and development are maximized; delegates work and utilizes resources effectively and efficiently.

Values Diversity: Appreciates and leverages the capabilities, insights, and ideas of all individuals; works effectively with individuals of diverse style, ability, and motivation.

Confidentiality: Demonstrates discretion by keeping privileged information private and confidential.

Coaching: Clarifies responsibilities, authority, and expectations. Provides timely guidance and feedback to help staff accomplish a task or solve a problem; provides guidance in how to strengthen knowledge and skills to improve personal and organizational performance.

Influencing Others: Presents facts, analysis, and conclusions or solutions in a way that demonstrates command of content; factors in perspectives and interests of the audience; and shows what's in it for them or what meets the common good; Gains the support of others in meeting objectives by acknowledging their resistance and fears; addressing their questions and concerns; and accommodating them to the extent possible without undermining the effort.

Planning & Organizing: Prioritizes and plans work activities with appropriate follow-up and able to multi-task to manage multiple projects. Facilitates the partnership's strategic planning activities, including identification of vision, mission, goals, community level outcomes and priority strategies; organizes the partnership to efficiently and effectively achieve goals and implement its related activities.

Embracing Change: Champions change and effectively manages the implementation of new ideas and new ways of conducting business.

Teamwork/Collaboration: Balances team and individual responsibilities; works collaboratively.

Dependability: Responds to Community Council direction; keep commitments with colleagues and constituents.

To Apply: Please send resume and cover letter to Careers@unitedwaygw.org

Deadline for Submission of Resume and Cover Letter: July 7, 2017

Note: United Way of Greater Waterbury is the employer of record for this position.

United Way of Greater Waterbury is an Affirmative Action/Equal Opportunity Employer. EOE/M/F/D/V