

# all hands raised



Education, Equity and Excellence  
from Cradle to Career

## Job Announcement

<b>Title:</b>	Associate Director - Collective Impact
<b>Reports to:</b>	Vice President-Impact and Improvement
<b>Status:</b>	1.0 FTE; Full-time, salaried exempt.
<b>Compensation:</b>	Annual Salary Range is \$ 52,500 to \$ 60,000 (DOE) Excellent benefits package: medical, dental, vision, disability insurance, retirement account contribution and generous PTO and holiday schedule.
<b>Application Deadline:</b>	Open until filled.

**The All Hands Raised Team:** The All Hands Raised team does their work in a collaborative and respectful environment that puts children and racial educational equity front and center. All Hands Raised believes that putting time, energy and passion towards children reaching their academic potential is the job of the entire community. That is why, with a focus on racial equity in education, we relentlessly and systematically connect our community's diverse assets from cradle-to-career in seven work areas. All Hands Raised is working to improve the lives of young people aged 0-24 in Multnomah County; and, in turn, the economic vitality of the region. Be part of a committed and talented team at All Hands Raised, who has been named by Oregon Business magazine as one of the 100 Best Non-Profits to Work for in Oregon.

**Position Summary:** The Associate Director, Collective Impact (ADCI) is responsible for supporting the successful implementation of the AHR collective impact strategy with a goal of achieving system-level shifts in policy, power, practice and resources. The ultimate goal is to improve the educational experiences and outcomes of BIPOC students in Multnomah County.

### Responsibilities and Duties:

- Regularly keep abreast of the AHR practice area trends, research, promising practice and organizational changes related to the educational landscape to strengthen the AHR collective impact deliverables.
- Identify, cultivate and maintain critical stakeholder relationships with a broad and diverse cross-section of the community with a focus on strengthening the collective capacity of the AHR Partnership to accelerate the impact for student success.
- Convene, coordinate meeting logistics, manage & facilitate practice area work groups, including cross-sector, cross-organization Leadership Groups and school-based Site Teams using Results-Based Facilitation (RBFTM) and continuous improvement tools to identify and address system barriers and opportunities.

- Identify and cultivate relationships within and across partner organizations to ensure learning and ownership of collective work are shared across schools, districts, educational institutions, community-based organizations (CBO) and other adjacent organizations and systems in Multnomah County.
- Maintain engagement with local research and evaluation organizations to identify and report on useful findings.
- Support the development, maintenance and reporting of system data indicators related to student success.
- Provide technical assistance and problem-solving support to AHR staff and external community partners by accessing and analyzing data from multiple data sources and, when needed, visualize data from multiple data sources to report to these target audiences.
- Support the VP - Impact and Improvement in developing the annual collective impact strategy and outcomes including developing annual practice area goals, work plans, outcomes and progress reports for various audiences.
- Support the VP - Strategic Engagement & Communication, with program content to support funding proposals and reports, communications to targeted audiences and strategic partner engagement.
- Support the VP - Operations in monitoring project budgets associated with practice areas.
- Actively contribute to multiple critical AHR projects/events including Principal for Almost a Day, Industry for a Day, the annual Party with a Purpose fundraising event, and other AHR projects/events.
- Other duties as assigned by supervisor.

**Professional Readiness:** All Hands Raised understands that there are many ways to determine professional readiness. Our goal is to take a comprehensive look at each job application and assess alignment with the needs of the organization understanding that previous training and experience is a critical factor to consider. The ideal candidate will have the following knowledge, skill sets, professional experience, qualifications, personal attributes necessary to be successful in this position.

**Knowledge, Skills and Abilities**

- Advanced knowledge of the following: 1) The postsecondary education system including an understanding of systems related to universities, colleges, trade and vocational schools; 2) The P-12 public education system including challenges and opportunities to close gaps for marginalized students; 3) stakeholders and thought leaders who have an investment in student success; and 4) education-oriented research and market trends.
- Advanced knowledge of racial equity in education and a strong ability to apply an equity lens to policy, process, practice and decisions.
- Strong inter-cultural communication skills, verbal, non-verbal and written, with a demonstrated ability to communicate complex information in a clear and concise manner to multiple audiences.
- Advanced skill in data collection, analysis and synthesis with a demonstrated understanding how to lead continuous improvement processes.
- Advanced skill in convening and facilitating diverse groups of people to develop group goals, commitment, shared accountability with the ultimate goal of moving to action and results.
- Demonstrated ability to successfully manage relationships with stakeholders from a broad cross-section of the community with a strong ethic of customer service, respect and integrity.

- Excellent project management skills with the demonstrated capability of managing projects from concept to implementation.
- Proficiency in MS Office Outlook, Word, Excel and PowerPoint.

### **Qualifications**

- Bachelor's degree required or equivalent demonstrated experience related to the knowledge, skills and abilities to successfully perform the job.
- Minimum of five years of experience in managing complex professional relationships with a broad group of constituents, supporting community engagement strategies, facilitating diverse groups.
- Minimum of five years of experience in successfully summarizing and presenting complex data to community stakeholders to help achieve program goals.
- Valid driver's license.

### **Personal Attributes**

- Purpose-driven passion for public education and commitment to justice and equity for children, youth and families of all races/ethnicities, cultures, income levels, neighborhoods and backgrounds.
- Ability to thrive in a fast-paced, collaborative work environment with a positive attitude, respect towards other co-workers, sense of humor under pressure and commitment to personal development.
- Possesses an intellectual curiosity about systems change and Results Based Leadership.

## **APPLICATION PACKET: HOW TO APPLY**

Submit the following application materials to Jeanine Fukuda, Vice President-Impact and Improvement, via email: [impactjob@allhandsraised.org](mailto:impactjob@allhandsraised.org).

1. A one-page cover letter describing how your qualifications and professional experience aligns with the job description.
2. A resume (not to exceed two pages in length).

**All Hands Raised is an equal opportunity employer without regard to race, color, citizenship, religion, national origin, age, gender, gender identity, disability, veteran, current or future military status, sexual orientation, marital stature, AIDS, pregnancy, childbirth or related medical conditions. This position offers a competitive compensation package including health benefits and a 403(b) retirement plan contribution. All Hands Raised pays 90% of the monthly health insurance premium. Benefits also include a generous paid time off schedule. All Hands Raised operates using a hybrid schedule for our work.**

**For more information about our organization please see [www.allhandsraised.org](http://www.allhandsraised.org).**