



Job Announcement

Title: Director of Impact and Improvement
Reports to: Chief Executive Officer
Status: Full-time; salaried exempt.

Compensation:

- Salary Range: \$ 70,000 to \$ 90,000 DOE.
- Work Schedule: Hybrid schedule
- Generous PTO and holiday schedule; retirement match; medical, dental and vision health benefits.

Application Deadline: Friday, October 25, 2024 @ 5 p.m.

All Hands Raised (AHR): Do you want to work in an environment that puts children and educational equity front and center? The All Hands Raised team believes that transforming children to reach their full academic and personal potential is the job of the entire community. That is why, focusing on educational equity, we relentlessly and systematically connect our community's diverse assets from cradle to career, working collaboratively with broad-based and diverse community partners.

All Hands Raised is committed to improving the lives of over 206,000 young people aged 0-24 in Multnomah County; and, in turn, the region's economic vitality. Be part of a committed and talented team at All Hands Raised, which has been named by Oregon Business magazine as one of the 100 Best Non-Profits to Work for in Oregon. All Hands Raised is committed to having a work environment based on respectful collaboration, mutual trust, and kindness towards each other. We understand the importance of having a life/work balance and have a hybrid work schedule. Learn more at www.allhandsraised.org.

Position Summary: The Director of Impact & Improvement (DII) leads the All Hands Raised (AHR) collective impact work to drive meaningful systems change that supports young people across our community. In leading AHR's programmatic work, the DII aligns diverse partners to implement cradle-to-career strategies that improve outcomes for Multnomah County youth. The DII has expertise in strategic thinking with the ability to take a project from concept to successful implementation. The DII is also responsible for systems analysis, community engagement and collaboration, project management, and supervising a team to excellence. The ability to communicate effectively regarding collective impact work to internal and external audiences is critical. The DII fosters internal and external collaboration to achieve tangible results and leads an Impact and Improvement team who are focused on convening and facilitation, data and research, and community engagement leading to equity-based community solutions.

Professional Readiness: All Hands Raised understands the many ways to determine professional readiness. Our goal is to take a comprehensive look at each job application and assess alignment with the organization's needs, understanding that previous training and experience are critical factors to consider. The ideal candidate will have the following qualifications, experience, and leadership competencies, with a consideration of the applicant's experience in meeting these criteria to be successful in this job.

Key Responsibilities & Duties

Strategic Advancement & Leadership

- All decisions made to support the organization's work are done to support the AHR mission of educational equity and student success with an equity focus on collectivism; not individualism.
- Contribute to the development and execution of strategic planning, with a focus on systems-level change and capacity building.
- Lead successful implementation of a continuous improvement strategy with responsibility for producing measurable results that lead to system transformation using the collective impact model.
- Provide direct support to Impact and Improvement team members to implement strategies and meet key result measurements that are aimed at improving cradle-to-career outcomes.

Relationship Development and Management

- Lead the management of external relationships by engaging diverse community stakeholders in solution-oriented, equity-based action through the collective impact model.
- Facilitate and coordinate activities with education practitioners and system leaders to share and implement lessons learned and standardize approaches and tools.
- Represent the organization in key external meetings and convenings.
- Foster greater awareness of barriers related to race, ethnicity, socioeconomic status, and other factors hindering student success, while engaging with partners with humility and courage.

Internal Collaboration

- Support the Vice President of Development in the submission of funding proposals and reports and communication updates to our community.
- Work collaboratively with the Vice President of Operations to develop the Impact and Improvement annual budget, monitor respective work area budgets and financial reporting of expenses, and adhere to annual budget goals and objectives.
- Support the Vice President of Operations in regular reports to the Board and community partners that measure the Impact and Improvement of work area outcomes to Strategic Roadmap outcome goals by providing metrics to determine progress in meeting these results.

Team Leadership

- Effectively lead and supervise two Impact and Improvement team members by providing continuous improvement coaching and direction to support them in meeting strategic goals, objectives and outcomes.
- Other duties as assigned by supervisor.

Knowledge, Skills and Abilities

- **Leadership Competencies:** Demonstrated ability to lead a critical organizational function by being inspirational and collaborative with all external and internal partners, exercising a solutions-oriented approach to problem-solving, keeping AHR's mission and equity focus front and center in all decisions, being personally accountable to others, and leading with humility and compassion.
- **Equity Focus:** A commitment to equity and acting strategically to address equity issues; preferably, from a lived experience.
- **Drives Vision and Strategy:** Effective implementer of the mission-aligned programmatic vision and strategy with the ability to effectively communicate the vision and strategy to motivate aligned action with key community stakeholders.
- **Plans and Aligns:** Ability to take a concept to successful implementation by integrating strategic goals and priorities into the decision-making processes and identifying project results and priorities by analyzing the potential impact and resource requirements.
- **Systems Change Management:** Experience addressing complex systemic challenges within communities and organizations with a deep understanding of the local, state, and national systems that impact youth and families and a proven ability to navigate those systems.
- **Community and Social Sector Engagement Experience:** Proven experience working in diverse community and social sector settings with an ability to manage the dynamics and challenges of these environments leading to community-based solutions.
- **Facilitator:** Demonstrated capacity to facilitate equity-based collaboration with community partners that lead to community-based solutions.
- **Communication:** Effective communicator, both written and spoken. Must be able to synthesize complex information and write and/or speak about it in an accessible and concise way.
- **Professionalism and Collaboration:** Ability to be an innovative, creative, effective and energetic team leader with a willingness to be "hands-on" and work in a lean, fast-paced organization with limited staff support.
- **Project Management:** An excellent multi-year track record of project management and successful project completion aligned with strategic goals, objectives, and outcomes.
- **Software Proficiency:** Proficient in Microsoft Office Suite and Google.

Qualifications

- Bachelor's degree preferred or related experience.
- Minimum eight years of professional experience in a staff executive leadership role in education, nonprofit, government, community or related sectors with an equity mission and/or focus including a successful supervisory track record.

Personal Attributes

- **Social Justice:** Passion for public education and commitment to justice and equity for children, youth, and families of all races/ethnicities, cultures, neighborhoods, and backgrounds
- **Equity Experience:** Ideally, a lived experience as a person of color is preferred. A deep understanding of equity issues experienced by the BIPOC community is necessary for this position.

- **Effective Collaborator:** An AHR team player with good interpersonal skills who builds productive working relationships with other AHR staff based on respect, accountability, and good rapport with a flexible demeanor and calmness when under pressure.
- **Emotional Intelligence:** The ability to have meaningful relationships and respect for others by practicing compassionate empathy and empathetic listening.
- **Accountability:** Willing and able to bear high levels of responsibility and is always accountable for their decisions and work product.

APPLICATION PACKET: HOW TO APPLY

Please submit the following application materials to Morgan Day, Chief Executive Officer, via email: directorimpact@allhandsraised.org. **Please submit application materials by Friday, October 25, 2024 @ 5 p.m.**

1. A one-page cover letter describing how your qualifications and professional experience align with the job description.
2. A resume (not to exceed two pages in length).
3. Completed responses to the following Essay Questions (see below).

Director-Impact and Improvement Essay Questions

Applicant Name:

Applicant Email:

Thank you for your interest in All Hands Raised. We appreciate your responses to the following essay questions to support our applicant review process. Please submit your responses along with your cover letter and resume and keep your responses to less than two pages.

1. Describe why you are interested in working at All Hands Raised.
2. Educational equity is core to our mission at All Hands Raised and a critical element of our collective impact work. How do you describe your experience with equity and describe whether you have a lived experience that has defined your perspective? How has equity work changed you personally?
3. Collective impact cannot happen without partnerships—partnerships between people, organizations, and systems. What do you believe are the critical components of a successful partnership and what steps do you take to maintain and strengthen these partnerships?
4. Describe your leadership style and what is important to you to coach a team to success.
5. Describe your experience in implementing organizational changes necessary for organizational transformative change and how you overcame any challenges to implementing change.
6. In this role at All Hands Raised, this person will be engaging with a wide range of people from a wide range of industries and life experiences. Tell us about your experience in successfully working with people who have a lived experience and perspective that was very different from your own.

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 PTO and holiday schedule and works a hybrid work schedule. For more information about our organization, please see www.allhandsraised.org.