

A GLOBAL PANDEMIC.
ECONOMIC INJUSTICE.
HEALTHCARE INEQUITIES.
ESCALATING CLIMATE EVENTS.
EDUCATIONAL DISPARITIES.
HOUSING INEQUALITY.

In times like these...

**HOW WILL YOU
MAKE YOUR IMPACT?**

United Way of the Columbia-Willamette CHIEF IMPACT OFFICER

ABOUT US

For over 100 years, United Way of the Columbia-Willamette (UWCW) has been working to meet the needs of vulnerable families in our region. No matter the crisis, we have always remained steadfast in our commitment to LIVE UNITED and take care of our community.

We are committed to rebuilding and reimagining more equitable and resilient communities. Last fiscal year, UWCW served 100,000+ kids and families and invested over \$24M in the community. We put racial equity at the center of our work because research shows that kids and families of color face social and economic disparities that deter the progress of our community as a whole. We work with organizations to address these disparities and to create a region where all families have the resources and opportunities to thrive, through our three impact pillars: education, housing, and disaster response.

ABOUT THE CHIEF IMPACT OFFICER OPPORTUNITY

As the new Chief Impact Officer, you will influence the strategic plan and lead the implementation of that strategy for one of Oregon's most influential non-profits and funders. It is an exceptional opportunity to provide strategic leadership to inform strategic initiatives, programs, fundraising, grantmaking, volunteer programs and community engagement.

KEY RELATIONSHIPS

Reports To

The President/CEO, as part of the Senior Leadership Team

Direct Reports

6 Community Impact Team Leads with total staff of 15

Other Key Relationships & Partnerships

- The relationship owner representing UWCW across numerous community and cultural organizations, as well as nonprofits, the public sector, and foundations
- A close partner supporting UWCW Resource Development, Marketing & Communications
- The primary staff liaison to the UWCW Board Impact Committee

WE OFFER MORE THAN A MISSION

- The opportunity to work closely with a CEO, Leadership Team and Board of Directors committed to advancing racial equity within the organization and in the community.
- A mission-driven culture committed to working with diverse communities.
- A work culture that is collaborative and supportive of a healthy work-life balance.
- Participation in local and national conferences and culturally-specific leadership programs.
- A comprehensive benefits package.





PRIMARY RESPONSIBILITIES

United Way of the Columbia-Willamette is looking for an exceptional leader who will:

- Be a strategic thought partner and a collaborative problem solver with the President/CEO, senior staff, Collective Impact Team, Board of Directors, community partners, and donors.
- Lead the development and implementation of UWCW's three-year Impact strategy.
- Lead all aspects of Impact programming, reporting, and grants activity.
- Provide staff leadership for the Community Impact Committee of the Board of Directors.
- Oversee annual Impact and grants management budgets, including developing systems, policies and procedures.
- Be a trusted colleague for others on the leadership team, Impact staff, and across the organization, helping to create and support a highly professional, outcome- and data-oriented work environment.
- Lead and motivate Impact staff to work to the highest standards of excellence and to grow professionally, providing opportunities for the team to be satisfied and challenged by their jobs.
- Create and maintain strong, collaborative relationships with key stakeholders, colleagues, donors, community partners, grantees, and civic and political leaders.
- In partnership with the Chief Development Officer and VP of Marketing and Communications, strategize and refine UWCW's value proposition to a diverse constituency.
- Capture and disseminate data and insights in external communications, both written and verbal, and participate as a speaker, panel member, or moderator in professional settings as appropriate.

MINIMUM QUALIFICATIONS

- Advanced experience in strategic planning with a large non-profit, philanthropic, or public sector organization
- Understanding of Impact metrics and key performance indicators, embracing data-driven decision making
- Experience leading a team and managing community investment of approximately of \$25-30M annually from strategic plan to implementation planning through execution
- Deep expertise in collaboration, facilitation, and community engagement, with authentic and empathetic community relationships
- Experience utilizing a racial equity-centered approach

LEADERSHIP CHARACTERISTICS FOR SUCCESS

- Nimble, agile, and able to manage the organization's changing needs
- Collaborative and respectful, recognizing and leveraging expertise within the team and across stakeholder groups
- Inclusive and responsive, willing to advocate for their team
- Results-oriented with a mutual success approach
- Exceptional strategic thinking and problem-solving with a proven track record of success in solving complex and dynamic situations
- Excellent analysis, communication, and writing skills to resolve challenging issues, distill opportunities for engagement or grant investments, and strategically synthesize information from both the community and grantee experience
- Strong understanding of, and appreciation for, implementing pro forma, rubrics, data collection, data synthesis and outcomes reporting
- Resourceful with available funding and in creating fund development opportunities for donor and funder partnerships





ADDITIONAL EXPERIENCE & COMPETENCIES

Strategic Leadership

- Experience working with an engaged Board of Directors, coaching and facilitating in areas of Impact expertise
- Skills to navigate complex and multi-party collaborations, taking the lead as appropriate
- Experience with innovative, adaptive solutioning that balances UWCW focus and needs with community needs
- Familiarity with variety of types of funding and philanthropy; able to be persuasive and credible in financial discussions
- Financial analysis expertise to evaluate initiatives' impact and cost-effectiveness

Operational Leadership

- Ability to support and mentor staff, recognizing and facilitating cross-team efficiencies and opportunities
- Ability to successfully balance a heart-centered, community-centered approach with a data-driven approach
- Breadth of experience across non-profit, for-profit, and public sector (preferred)
- Expertise to navigate competing needs in a fast-paced environment, retaining a solution orientation

Relationship Building and Local Knowledge

- Existing state and local relationships with community and funding organizations (preferred)
- Skills to develop long-term relationships across stakeholder groups of all kinds -- partners, funders, advocates, communities – for creative solutioning
- Understanding of local challenges and nuances

Marketing and Communications

- Expertise in developing messaging and metrics to elevate communications across donors and partners
- Expertise in community engagement, including unparalleled listening and change management skills
- Ability to listen, discern, and navigate complex decision-making and initiatives, to ensure they are centered around mission, vision, and values
- Focus on active communication and collaboration with partners

DEI Expertise

- Lived experience with socioeconomic, racial, or other inequities (preferred)
- Self-awareness and experience navigating a variety of stakeholders on social justice and racial equity topics
- Experience utilizing an equity lens in decision-making and engagement with staff and stakeholders

Interested in applying?

Please click [here](#) for full details about the opportunity and to submit your résumé and cover letter.

You can also visit www.unitedway-pdx.org/about/careers for additional information about working with United Way.

This position closes November 18, 2021.

General questions?

Please contact our search consultant, Joseph Wahl, at Wahl & Associates: joseph@wahlandassociatesllc.com.