



United Way of Central and
Northeastern Connecticut

About United Way of Central and Northeastern Connecticut:

United Way of Central and Northeastern Connecticut is one of more than 1,100 autonomous United Ways in our nation and nearly 1,800 community-based United Ways in 45 countries and territories. Since 1924, \$900 million has been raised through our United Way to help people in our community.

Our Equity Statement

United Way's mission is to bring together people and resources for the well-being of children and families, by meeting immediate needs and finding long-term solutions to challenges facing our community. Structural racism has contributed to persistent disparities in our region. We recognize that centering race and ethnicity in United Way is critical to ending the historical and social inequities that continue to exist in central and northeastern Connecticut. Current and future community leaders live in every town in our service area. We are committed to authentically engaging with them as partners, donors, and volunteers. We can only eliminate disparities when everyone has the opportunity to create new solutions to challenges facing our region.

Our Mission

To engage and bring together people and resources committed to the well-being of children and families in our community.

Our Vision

A community where opportunities are available for every child to succeed in school and for every family to achieve financial security.

Our Values

In pursuing our mission, the following principles guide our relationships with stakeholders, including our donors, volunteers, partners, employees and the communities we serve: a belief that respect, equity, diversity and inclusiveness make us stronger; engaging others with professionalism and quality support; seeking creative and sustainable solutions to pressing social challenges; maintaining the highest standards of personal and organizational honesty in order to ensure stewardship of donors' dollars; being proactive and responsive through consistent communication; and, delivery of high-quality services and effective measurement of results to ensure efficiency and innovation.

Join Our Team! Role Summary:

We are searching for a **Director, Economic Mobility Initiatives** to be part of our United Way team located in Hartford, Connecticut. The Director will manage economic mobility initiatives that are intended to result in improved financial security for individuals and families in our region.

In this role, the Director will mobilize resources and provide leadership for initiatives, collaboratives, projects, and program investments that ensure increased economic mobility for individuals and families. A significant focus of this role is to scale and lead initiatives to help adults obtain and retain jobs that offer family sustaining wages and career advancement; and to ensure families increase their financial

capability to achieve short and long-term goals.

As part of the *United Way Community Investment* team, the Director will actively support alignment and collaboration internally and externally.

Essential Responsibilities

- **Leadership:** Provide internal and external leadership to support advancement of economic initiative goals; develop, coach, and facilitate collaboration among economic mobility partners including employers, residents and stakeholders, and community-based organizations.
- **Facilitating Meetings:** Ensure effective facilitation and support of stakeholder meetings including preparing meeting materials and ensuring regular and ongoing communication among stakeholders.
- **Strategic Coherence:** Provide direction and support to internal colleagues and external partner organizations in aligning their work to a common agenda (e.g., identifying opportunities for program work and systems to support specific goals).
- **Managing Internal Systems:** Oversee daily operations including management of budget and an annual work plan that defines actions, stakeholder responsibilities and anticipated progress measures.
- **Community Engagement:** Develop an equity-focused community engagement strategy, including regular community meetings and events, to engage and empower residents, with an emphasis on young adult engagement and leadership development.
- **Data Collection, Analysis and Reporting:** Work with strategic partners to refine data points and indicators and identify sources and data collection methods for both qualitative and quantitative measures.
- **Fund Development:** Raise funds through grants and workplace fundraising to support economic mobility work, in partnership with internal colleagues and resource development consultant. (Note: this position is primarily grant-funded through a diverse funding base of multiyear grants).
- **Communications:** Communicate the objectives of economic mobility initiatives to stakeholders and potential partners in the community.

Qualifications

The Economic Mobility Initiatives Director must be committed to the mission, values and overarching goals of United Way including a strong commitment to racial equity. We expect the Director to have the following qualifications.

- Master's degree in social work, business, public policy, or related field preferred; and/or at least five years of relevant work experience, including at least three years managing collaborative teams in a fast-paced nonprofit, community organizing, social enterprise, or start-up environment.
- Experience working in an economically, racially, and ethnically diverse environment, and the ability to build trusting relationships with people representing the broadest spectrum of educational attainment and experiences.
- The executive presence to inspire confidence and passion in internal and external audiences.
- Advanced strategy and planning skills, including an ability to think strategically on both

organizational and systemic levels over multi-year horizons.

- Experience with project management and stakeholder management.
- Strong data acumen and ability to use data to drive decision making.
- Strong facilitation and presentation skills before multiple types of audiences.
- Existing relationships with, or ability to quickly build relationships with, a cross-sectorial range of stakeholders in the local or regional area, including senior executives.
- Outstanding communication and interpersonal skills, able to build authentic relationships with diverse stakeholders - from public and private sector executives, employers, and philanthropists to line workers and support staff at partnering agencies.
- Strong writing ability.
- Comfort with ambiguity and ability to thrive in a fluid, entrepreneurial environment, and willingness to “roll up one’s sleeves” and extend beyond formal responsibilities as needed for the work.

Competencies

- Familiarity with the local area and workforce development best practices;
- Business acumen: knowledgeable about programs, grants, contracts and building and maintaining partnership relationships.
- Action Orientation/Leadership: drives for goal completion and makes adjustments as new demands emerge; identifies resource needs, and problem-solving orientation.
- Relationship Building and Communication: demonstrates excellent interpersonal skills, engenders trust with leaders and community partners, promotes the common good, and exercises active listening.
- Judgement and Decision-making: makes sound decisions under pressure, avoids assumptions, weighs risks, asks good questions, demonstrates critical thinking, delegates effectively, follows up.
- Fiscal and Operational Effectiveness: achieves objectives within allocated resources, develops ways to streamline workflows to produce desired outcomes.

How to apply:

Qualified applicants should submit a resume and a cover letter describing 1) their qualifications and experiences 2) salary requirements, and 3) how they learned about the position to:

United Way of Central and Northeastern CT

Human Resources

30 Laurel Street

Hartford, CT 06106

Email: positions@unitedwayinc.org No phone calls please.

United Way of Central and Northeastern Connecticut is an equal opportunity employer M / F / D / V.

Frequently cited statistics show that women and members of structurally marginalized and/or underrepresented groups apply to jobs only if they meet 100% of the qualifications. United Way of Central and Northeastern Connecticut encourages you to break that statistic and to apply. Few candidates will likely meet 100% of the qualifications. We look forward to your application.