

Bridge to Success Community Partnership (BTS)

Over 97 community partners including schools, businesses, local public and private organizations 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.

Executive Director - Job Description

The BTS Executive Director must be passionate about mobilizing our diverse community around a common agenda that employs evidence-based strategies, ensures shared measurement systems, and guides the community as they pursue mutually reinforcing activities in an environment of constant communication.

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; Results Based Accountability (RBA); strategic planning; consensus building; people management; change management; project management; process management; and financial management**. Excellent written and oral communications skills, strong interpersonal skills, facility with diversity, and comfort with ambiguity and dynamic organizations required.

Competencies:

Relationship Building and Maintenance: Proven experience and ability to build and preserve trusting and genuine relationships with public, private and community stakeholders. Actively connect with members and connect members with one another.

Development: Develop and execute an annual fundraising plan; secure financial support from individuals, foundations and corporations; develop and maintain ongoing relationships with major donors; create and execute a strategy for an adequate sustained and diversified base of donors; develop and track proposals and reports for all fundraising.

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: Oversees the work of the partnership by recruiting and engaging partners; facilitating the work of the partnership and its committees; providing advice and counsel to Executive Committee members in establishing policies and monitoring outcomes of the partnership. Coaches, facilitates, and provides technical assistance to networks of community partners to maintain momentum, achieve objectives and complete deliverables, supervising a continuous improvement process.

Communication: Establishes and maintains an effective system of communications throughout the partnership and the community to build and maintain a positive image; represents the partnership in its relationships with partners and the community; prepares key partnership spokespersons for speaking engagements.

Planning & Organizing: 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. Ensures community partners can accelerate the change management process necessary to implement and sustain their proposed improvements.

Teamwork/Collaboration: Reinforces collaborative approach in work with Partnership committees, staff, and other organizational partners. Supports and solicits input from team members at all levels to move the partnership's work forward and achieve its vision, mission and goals.

**The Strive Partnership notes that "the investment in the basic core staffing and related costs is remarkably small compared to the amount of existing resources that can be influenced". They cite a community where "backbone operating costs are \$520K, but the backbone directly influences over \$4.5B when considering the resources represented at the partnership table." Waterbury's small core staffing and related costs of \$350K directly influences over \$750M when considering the resources represented by 93 Bridge to Success partners.

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