

Vice President of Community Impact



Position Profile



United Way of Pierce County

Be Part of Transforming Our Community!

Vice President of Community Impact

United Way of Pierce County in Tacoma, WA has embarked on a search for a talented, creative leader who has the relationship, development and leadership skills to be its next Vice President of Community Impact.

United Way, along with its community partners, has forged a bold path to lift 15,000 households out of poverty and into financial stability by 2028, one family at a time. As a catalyst for change, we bring people together to convene around public problem solving that focuses on the continuum of moving families out of poverty. Getting people out of poverty isn't a linear path. To create lasting impact we take an integrated approach:

A Strong Foundation of Basic Needs: By ensuring basic needs such as food, clothing, transportation, health and shelter are met families can move out of crisis and into stability.

Breaking Down Barriers: Navigating supportive services like affordable childcare, English language skills, technology, legal assistance and safety needs provide greater family stability.

Financial Stability: Employment placement, financial coaching, education and workplace skills move families from stable to thriving.

Creative solutions to community problems require innovative approaches to solving the complex issue of poverty. All of the resources raised are invested in our poverty-fighting work and community partners that are aligned with our mission to address the barriers of poverty and move more families to self-sufficiency.

Leading a staff of four, the VP will be responsible for leading systems change efforts focused on poverty reduction.

The position offers great professional and personal satisfaction through its high profile work with a wide range of top community leaders from the corporate, nonprofit, government, education, small business, philanthropic and organized labor sectors of Pierce County.

**COMMITTED TO LIFTING 15,000
HOUSEHOLDS OUT OF POVERTY AND
INTO FINANCIAL STABILITY BY 2028, ONE
FAMILY AT A TIME**

Today in Pierce County, one in three local households have incomes above the federal poverty level, but below the cost of living threshold. While employment has been on the rise, more than half of newly hired workers earn less than what they need for their families.

As a community convener, we work across sectors to make the meaningful changes that are needed to fight poverty. This need is also the driving force behind our annual From Poverty to Possibilities summit where we work together, as a community, to uncover key challenges facing families. This year's summit highlighted the cliff effect (families losing their public benefits before they are ready to be self-sufficient), the need for more training and higher participation in changing public policy and the need to address systematic barriers.

Everyone should have the opportunity to achieve a sound standard of living with the dignity that comes from being engaged in and respected by their community. Three key conditions guide our work: economic success, autonomy and being valued in the community.

The transformation that occurs from our work is far greater than what a small group in the community or an organization can achieve alone. Thanks to the community's generosity in 2018 we improved conditions for 124,105 people in Pierce County through our direct network of partners, programs and services. In addition, we helped people gain stability and greater financial self-sufficiency.

For more information about the United Way of Pierce County visit www.uwpc.org



WHAT WE DO

Strategic Framework

Our mission is to work from the heart to unite caring people to tackle our community's toughest challenges

Our Vision

A compassionate, vital community where people have the education, resources and opportunities to achieve their highest potential

Bold Goal

United, we will lift 15,000 households out of poverty by 2028 and into financial stability, one family at a time.



THE POSITION



The Vice President of Community Impact will lead the development of comprehensive strategies to strengthen community relationships/engagement and philanthropy, increase resources, and motivate key stakeholders to partner with United Way of Pierce County in order to collectively lift 15,000 households out of poverty by 2028. This includes a deep understanding of systems change, advocacy/ public policy, data and evaluation, community development and how change happens and with communities. In partnership with the President & CEO and other members of the leadership team, the Vice President will also represent United Way with external constituency groups including community, governmental and private organizations to build community awareness, credibility, and key partnerships.

The Vice President will provide overall leadership, vision, and focus on the development of strategies to drive the collaborative approach to community impact that enhances United Way's leadership position in the community. The VP will oversee all areas of Community Impact including investment processes, oversight of South Sound 2-1-1 (information and referral call center), all initiatives including Centers for Strong Families (wealth building initiative), basic needs and our annual From Poverty to Possibilities Summit. Participation in other key events is critical to ensure our work is presented in compelling ways.

Additional Responsibilities include:

- Lead, manage and coach an internal team through system and change management processes.
- Provide direction and leadership to the Director Financial Stability initiatives and the South Sound 2-1-1 Director
- Implement and measure strategies, policies, processes, programs and partnerships to advance the Organizational Success Plan (Strategic Plan) and community results on Systems Change, piloting the Two-Generation Approach, Advocacy, Strong Families and Basic Needs.
- Lead our efforts in creating our annual public policy strategy, presenting this plan to legislators, tracking initiatives and engaging legislators, supporters and community leaders to advance systems change
- Work in partnership with the President & CEO to execute the Success Plan and implement new processes and approaches to achieve goals and ensure that the entire organization is focused on United Way's mission.
- Embed diversity, equity and inclusion into all impact and innovation work so that we are continually assessing our value at helping to mitigate barriers for marginalized communities.
- Work with the community and its stakeholders to track and catalyze work leading to the measurement of 15,000 households moving into financial stability, as well as emerging trends related to barriers for individuals and families struggling with poverty.

Ideal Leadership Competencies for the Position

- Visionary – Confronts the complex realities of the environment and simultaneously maintains faith in a different and better future, providing purpose, direction and motivation
- Mission-Focused – Committed to create real social change that leads to better lives and healthier communities
- Resource Development - Provides the leadership necessary in identifying and maximizing financial support from all sources, traditional and non-traditional, that can be mobilized for community service impact
- Results-Driven - Dedicated to shared and measurable goals for the common good; creating, resourcing, scaling, and leveraging strategies and innovations for broad investment and impact
- Team Builder – Ensures that the right people are in the right roles at the right times; fostering commitment, trust, and collaboration among multi-cultural leaders and stakeholders
- Relationship-Oriented – Understands that people come before process and is astute in cultivating and managing relationships toward a common goal
- Collaborator – Understands the roles and contributions of all sectors of the community and can mobilize resources (financial and human) through meaningful engagement
- Network Oriented – Values the power of networks; serving to leverage the agency’s breadth of community presence, relationship, and strategy
- Brand-Steward – Is a steward of the brand and understands his/her role in growing and protecting the reputation of the organization
- Outward-Turning – Develops strategic relationships to benefit United Way and the community; knowing key players in the community and is diligent in maintaining and expanding the network of partners

WORKING RELATIONSHIPS

The Vice President of Community Impact reports to the President and CEO and leads the Community Impact Team. The VP works collaboratively with the VP of Resource Development, the VP of Marketing and the Chief Financial Officer as well as with staff members throughout the organization.

Community and volunteer relationships include:

- United Way board members and volunteers
- Individual donors
- Corporate donors and leaders
- High net worth individuals
- Legislators and elected officials
- Labor leaders
- Workplace campaign leaders
- Professionals and small business owners
- Private foundation leader

DESIRED QUALIFICATIONS

- B.A. required and Master's degree (preferred) along with 7-10 years of related experience or equivalent combination of education and experience required
- Management experience including minimum of 5 years' experience in a senior management position
- Experience working with volunteers, both at a Board of Directors level and direct service
- Thorough understanding of non-profit funding, management planning, policy analysis, volunteerism and community organizations
- Experience with networking, advocacy and working with collaborative efforts
- Must have demonstrated a high level of experience and success in designing systems and processes that build relationships among diverse community constituencies and engage them in productive community planning efforts
- Experience developing and executing system level social change efforts
- Strong critical thinking, decision-making and problem-solving skills
- Experience, strength and skill in change management
- Ability to convene and collaborate with and facilitate groups to build and drive consensus and advance collective community objectives
- Positive and engaging relationships in the community
- Self-motivated and ability to work autonomously but effectively in collaborations internally and externally

COMPENSATION & BENEFITS

United Way offers a generous compensation package that includes salary, retirement, medical/dental, life and long-term disability. Salary range is \$90,000 - \$100,000 per year DOQ





TIMING AND APPLICATION

APPLICATION AND SELECTION PROCESS

The position will be open until filled. Interested and qualified people are encouraged to apply ASAP.

To apply please visit <http://www.hagelsearch.com/uwpc>.

All submissions will be acknowledged and will be held in strict confidence. Finalists for the position will be required to participate in a behavioral assessment and a formal background check. The assessment is designed to help match the candidate's traits with the desired traits detailed above. All results are held strictly confidential.

Contact Information

For further information please contact: Frank Hagel – frank@hagel.net.