

UNITED WAY OF GREATER CHATTANOOGA



POSITION TITLE: Vice President of Community Impact
FLSA STATUS: Full Time/Exempt
DEPARTMENT: Community Impact
REPORTS TO: President/CEO

Purpose of Position:

The Vice President of Community Impact is a leader and champion of United Way of Greater Chattanooga's critical community impact work, which drives our vision of a community where everyone achieves their full, human potential through education, stability and healthy living. You help set the strategic direction of this work using community-building knowledge and data to inform and develop long term strategies for needs assessment, community investment planning, outcome measurement and program innovation, overseeing our community investment policies and processes to ensure dynamic responsiveness to changes in community needs and conditions.

You lead a dedicated Community Impact Team and ensure alignment, execution and progress towards UWGC goals. You oversee key, transformational impact initiatives and provide thought leadership to UW leadership teams and the community. You represent UWGC in specific community initiatives and use our deep connections to bring the right volunteer talent to our impact advisory committees and investment teams. You model our commitment to excellent customer service by cultivating collaborative relationships with nonprofit, government and business sectors, building partnerships and consensus on priorities through dialogue and data-based examination of community assets and needs.

Essential Duties:

- **You know how to think and plan strategically:** You engage diverse stakeholders to assess community needs, strategically guiding United Way to contribute to the community's priorities with credibility, authenticity and humility.
- **You are a data-driven critical thinker:** You can address and manage complex issues to achieve great results, and have the ability to gather, interpret and use relevant data to drive a dynamic, human-centered community investment process.
- **You are an impact expert who knows how to collaborate for success:** You have broad experience with social services, government and other key community sectors, with a deep understanding of the principles of collective impact. You know how to lead in spaces with competing individual interests and motivations to build coalitions that create and act upon common goals, priorities and vision.
- **You are excited about numbers and outcomes measurement:** You enjoy the prospect of tracking high-level community impact indicators and sharing results and credit with the partners who help achieve progress. You're also good at developing and tracking sometimes-complex budgets in collaboration with your internal team and key volunteers.
- **You are comfortable with taking smart risks to achieve goals:** You believe innovation drives progress, and you're not afraid to take on strategic risk to achieve a potentially great outcome.
- **You are able to build rapport with diverse people in a variety of situations:** You are comfortable working with people of diverse backgrounds—donors, staff and other constituencies—and have an ability to understand their needs from a variety of perspectives.
- **You are a team player who knows how to develop and motivate people:** You have solid interpersonal and management skills and understand how to build and motivate teams for high achievement and results.

- **You have superior communication skills:** You communicate effectively and have an ability to clearly and succinctly articulate UWGC's message and value to a variety of audiences, inspiring others to act in service.
- **You are flexible, fluid and comfortable with ambiguity:** You will be able to shift the focus of your work as situations require, where direction may not be entirely clear. You're a self-starter, comfortable working on your own with only the input you need to succeed.
- **You have a passion for mission-based work and the Chattanooga community:** You will bring joyfulness to your work and the organization because you know the work you do helps build a community where all people and families achieve their full, human potential through education, stability and healthy living.

CORE COMPETENCIES REQUIRED FOR THIS POSITION

Core Competencies for ALL STAFF:

- **Mission-Focused:** Catalyze others' commitment to mission to create real social change that leads to better lives and healthier communities. This drives their performance and professional motivations.
- **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.
- **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.
- **Brand Steward:** Steward of the brand and understands his/her role in growing and protecting the reputation and results of the greater network.

Core Competencies for Senior Leadership:

- **Ethical Conduct:** Lives and promotes the highest standards of ethics and accountability.
- **Team-Building:** Ensure that the right people are in the right roles at the right times; fosters commitment, trust, and collaboration among diverse leaders and stakeholders.
- **Outward Turning:** Understands the importance and reach of Community Impact as a customer-facing role. Develops strategic relationships to benefit United Way and the community.
- **Technical Capacity:** Understanding technology, its role in facilitating partner and donor engagement, and its potential to help achieve departmental and organizational goals.
- **Business Acumen:** Possesses a high-level of broad business and management skills and the ability to recognize and seize an opportunity.

Job Requirements:

- A Bachelor's Degree with at least five years' experience in an impact-related leadership role. Master's degree in nonprofit management or related area is always a plus.
- A background of progressive leadership experience in a nonprofit/foundation management role and understanding of the principles of collective impact.

- Outstanding verbal, written and presentation skills, with an ability to listen actively
- Experience with and understanding in working with complex operational budgets
- Strong computer skills (particularly MS Office) and an extreme comfort with learning new technology. Experience with CRM systems a plus.
- An ability to work independently or collaboratively in a fast-paced team environment.
- Ability to manage people and projects to meet deadlines.

Physical Requirements:

- While performing the duties of this job, you'll be regularly required to talk or hear, frequently stand and bend; walk; use hands to finger, handle or feel; and reach with hands and arms; sit for long periods of time.

Work Environment:

- This role is performed onsite in a professional office setting with moderate noise level and professional dress. You'll also frequent other workplaces with a variety of physical environments and dress standards, so you'll need to be flexible. You'll routinely use standard office equipment such as computers, phones, printers/scanners, copiers, filing cabinets.

Position Type/Expected Hours of Work

- This is a full-time position, and general hours of work and days are Monday through Friday, 8:30 a.m. to 5 p.m. It may occasionally require some irregular hours and weekend work.