

Position: Vice President, Collective Impact Partnerships
Department: Collective Impact
Reports to: Chief Operating Officer
Date Prepared: August 2018

ORGANIZATION

United Way of Salt Lake's (UWSL) mission is to build powerful partnerships that achieve lasting social change. We implement data-driven, equitable practices to eliminate barriers to success, and create opportunities and solutions that assist people to achieve their goals, dreams, and human potential. Our workplace is fast-paced, progressive, innovative, friendly, and adaptive; our core values are: Relationships, Results, Innovation, and Continuous Improvement. At UWSL we believe in celebrating success, learning from failure, and setting ambitious goals. We offer competitive compensation including a comprehensive benefit package, generous paid time off, and flexible schedules - all contributing to our unique company culture.

POSITION SUMMARY

The Vice President, Collective Impact Partnerships leads the teams that convene outcomes-focused partnership networks at the school, community, and regional levels; develops trusting relationships with community partners and other stakeholders; and builds the capability of staff and partners use facilitation, adaptive leadership, results accountability, and continuous improvement approaches to address disparities and improve outcomes for everyone in our region. As a member of the senior leadership team, the VP also supports UWSL's marketing, human resources, and resource development goals, and works to attract and retain an incredible workforce.

ESSENTIAL FUNCTIONS

1. Lead and coordinate UWSL's Collective Impact partnerships at the school, community and systems levels by:
 - a. Executing on UWSL's existing plan for achieving community-level results
 - b. Identifying and acting on opportunities to build new relationships and partnerships and to strengthen existing ones.
2. Bring attention to and act on disparities, recognizing that race, class and culture impact outcomes and opportunities.
3. Lead staff to work with partners and partnerships to quantify their target populations, desired outcomes, and measurable indicators of achievement; assess the current conditions, including the outcome's trend over time and the partners that are working toward the outcome; and monitor interventions against outcomes and ensure the partnership modifies practices based on findings.
4. Once a clear plan of support is identified, lead staff to work with partners to develop a set of performance measures which aligns interventions to the population level result and to monitor progress using Plan, Do, Study, Act cycles.
5. Lead the development and execution of strategy, communications, and meeting design for the Promise Partnership Regional Council (PPRC), which exists ensure institutional support of aligned action through systems-level institutions.
6. Contribute to resource development efforts by providing content, assessing investment opportunities, making Collective Impact work visible to key donors and resource development staff, representing work to donors, and fostering a culture where team members see their role in achieving resource development goals.

7. Develop strategic relationships to benefit United Way and the community. Act as an effective spokesperson for UWSL. Be visible within the community and organization and diligent in expanding a network of stakeholders, especially external. Engage, listen and understand community aspirations.
8. Establish credibility as a leader on critical issues and solutions affecting United Way and the community. Collaborate effectively within organization.
9. Build and lead a diverse team that enables organization to succeed
 - a. Hire the right people; ensure work is aligned with population-level outcomes and strategic priorities; set clear goals and expectations; and receive and provide feedback in a constructive way that builds confidence among staff; addresses performance problems.
10. Performs other related duties as assigned by the supervisory personnel.

REQUIRED COMPETENCIES

- **Manage Complexity and Emergence.** Ability to quickly process and make sense of complex, high quantity, and sometimes contradictory information. Ability to work with people to manage through complexity toward solutions that support results and build trust. Ability to adapt approach and demeanor in real time to match the shifting demands of different situations.
- **Action-Oriented.** Ability to take on new opportunities, even when additional priorities already exist. Ability to manage conversations in ways that result in meaningful individual and collective action commitments that get completed.
- **Interpersonal Savvy.** Ability to relate authentically with diverse people, individually and in groups. Penchant for interacting with people with energy, enthusiasm, and optimism for our shared future.
- **Drive Vision, Results and Purpose.** Paints a compelling picture of the vision and strategy that motivates others to action. Consistently focuses on reducing disparities and achieving population-level results, even under tough circumstances.
- **Develop Talent.** Skill in developing people to meet career, organizational/partnership goals; in naming interpersonal and group dynamics as they occur and facilitating conversations that address them; and in simultaneously completing a body of individual work and investing deeply in team members as a thought-partner and coach.
- **Team Building.** Build strong-identity teams - internally and externally - that apply their diverse skills and perspectives to achieve challenging goals. Demonstrated ability to facilitate meetings where people commit to shared goals and co-create plans to achieve those goals.
- **Communication.** Demonstrated ability to communicate - verbally and in writing - in clear and simple language to all stakeholders. Ability to discuss complex processes in accessible terms. Ability to synthesize information and simplify complexity. Ability to help others develop and communicate a compelling, consistent message, particularly about the attribution of success and the value and purpose of a backbone role.
- **Data Use.** Establish clear performance measures and targets (internally and in partnership settings). Use population level and performance level data to forecast, structure conversations, and make decisions. Disaggregate data and use it to address disparities related to race, ethnicity, income, and other factors.

MINIMUM QUALIFICATIONS

1. Bachelor's Degree or equivalent in a relevant field (i.e. Social Science, Education, Public/Business Administration, Community Leadership, etc.)
2. Experience in direct supervisory role of other staff members. Preference for experience supervising other supervisors, and of staff members who perform vastly different functions.
3. At least two years of direct experience helping partnerships improve population-level outcomes.
4. At least two years of direct experience building the capability of others to engage in and drive partnerships to improve population-level outcomes, and/or of doing that work oneself.

5. Knowledge of school-based partnerships, neighborhood partnerships, and regional partnerships that are pointed at population level outcomes and systems change.
6. The unwavering belief that we are accountable to population-level outcomes, and that the elimination of disparities based on income, race, ethnicity, and ZIP code is possible and essential.

PHYSICAL REQUIREMENTS

The employee is regularly required to communicate clearly, in oral and written formats, with others in person, over the phone, and via other devices. The employee must be able to transcribe, read extensively, prepare and analyze data and figures, constantly operate a computer and other standard office machinery. The employee is required to regularly travel to offsite locations to set-up presentations and displays physical and electronic forms. Employee must have the ability to lift, carry, push and/or pull objects of up to 50lbs.

BENEFITS

The position is a full-time, exempt position with benefits. Salary to commensurate with experience.

APPLY

Please visit UWSL's [Employment Opportunities](#). A complete application will include a resume and cover letter. You may contact jobs@uw.org if you have any questions regarding employment opportunities.