

Position: Senior Director of Network Partnerships
Department: Collective Impact
Reports to: Vice President, Collective Impact Partnerships
Date Prepared: October 2018

THE ORGANIZATION

United Way of Salt Lake (UWSL) has made a promise to our community—to change the odds so all children and their families have the same chance to succeed in school and life. We have adopted a unique approach to community problem-solving called collective impact, which allows us to directly engage with communities. Our workplace is fast-paced, friendly, and adaptive. At UWSL we believe in celebrating success, learning from failure, and ambitious goals. Our wages are competitive; the benefits package is comprehensive; perks like flexible schedules and staff parties make every day unique.

POSITION

Achieving population-level well-being in complex social outcomes cannot be achieved by any single organization working alone. It must be achieved in partnership with many organizations and institutions, which is difficult to achieve without an intentionally convened collaborative environment and regular, well-facilitated meetings. The Senior Director of Network Partnerships convenes, facilitates, and helps build collective action among a set of partners. The role leads the team of Network Directors that are working with partner organizations to improve outcomes for children and families in the Salt Lake Region, beginning with early childhood and extending through postsecondary education, health, and financial stability.

KEY RESPONSIBILITIES

1. Supervise Team of Network Directors and Participate as a Department Team Lead
 - a. Provide management and coaching to team of 3 to 4 Network Directors
 - b. Provide support to team members in navigating adaptive moments
 - c. Work internally, within United Way of Salt Lake and the Collective Impact department to support the development of continuous improvement and results-based facilitation competencies among staff
 - d. Work across teams and departments to ensure that the organization and the department are utilizing these practices to improve our outcomes
 - e. Collaborate with department leadership to align work across roles, set department strategy, and execute on that strategy
2. Convene and Facilitate Outcomes-Focused, Collaborative Working Groups
 - a. (Co)convene and (co)facilitate partnership groups toward aligned action that leads to measurable progress on identified outcomes and indicators
 - b. Analyze existing services and collaborative working groups to identify gaps, then work with groups to ensure collective action toward measurable results
 - c. Expertly manage group logistics, data, processes, and collateral so partnership focuses on action
3. Engage in Rigorous Continuous Improvement Processes
 - a. Work with partners to quantify target population, desired outcomes, and measurable indicators of success

- b. Assess the current conditions, including the outcome's trend over time and the partners that are working toward the outcome
 - c. Monitor interventions against outcomes; ensure partnership modifies practices based on findings
4. Results Accountability
 - a. Work with partners to develop a set of performance measures for each relevant program, strategy, or intervention
 - b. Provide coaching for partners conducting improvement cycles
5. Support the Promise Partnership Regional Council (PPRC)
 - a. Ensure institutional support of aligned action through systems-level institutions.
 - b. Work in two-way communication with PPRC members to advocate for necessary systems change
 - c. Develop the Promise Partnership's annual report card to the community
 - d. Oversee the Network Directors' roles in supporting the PPRC's subcommittees
 - e. Provide support for bi-monthly PPRC meetings

ESSENTIAL COMPETENCIES

- Ability to facilitate a partnership using the principles of Collective Impact, results-based facilitation, results-based accountability, and rapid-cycle continuous improvement
- Hold honest conversations leading to aligned actions, shared goals, and plans creation
- Foster trust and open communication with diverse partners
- Recognize and address conflict and concerns
- Proactively, constructively, and creatively problem solve
- Engage in systems thinking and help draw connections and alignment between ideas, programs, initiatives, and partners
- Interact comfortably with high-level leaders and community members from diverse backgrounds
- Synthesize information and simplify complexity; ability to discuss complex processes in accessible terms to groups and individuals.
- Locate, disaggregate, and use data to forecast, structure conversations, and make decisions
- Address disparities related to race, ethnicity, income, and other factors
- Confidence and humility to ask questions, admit and address challenges, and "fail forward"
- Experience being part of a department leadership team
- Experience supervising and coaching direct reports

MINIMUM REQUIREMENTS

- Bachelor's degree (Master's, or equivalent work experience preferred) in public health, communication, sociology, or related field
- 3-4 years of directly applicable experience
- 2-3 years supervisory experience
- 1-2 years working with data and database systems
- Proficient with Microsoft and Google suites

PHYSICAL REQUIREMENTS

The physical demands described here are representative of those that must be met to perform the essential functions of this position. The employee is regularly required to communicate clearly in oral and written formats and must be able to transcribe, read extensively, and prepare and analyze data and figures. Typically, the employee may sit comfortably to do the work; however, there will be some

walking, standing, bending, carrying light items, use of office equipment, etc. Special physical demands are not required to perform the work.

BENEFITS

This is an exempt position will full benefits; salary 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.

NOTE: The statements in this position description are intended to describe the general nature and level of work being performed but are not to be seen as a complete list of responsibilities, duties, and skills required of the person employed. Also, the statements do not establish a contract for employment and are subject to change at the discretion of the employer.