



Achieving the Dream™

Chief Strategy Officer/Vice President for Strategic Partnerships

Job Description

Job Overview

A member of the ATD Executive team and reporting to the President/CEO and working in collaboration with President's Leadership Team peers, this position is responsible for strategy development and oversight of its implementation, leading its strategic communications effort to demonstrate organizational value and impact, incubating the development of new components of the organization's strategy, and developing and stewarding new strategic partnerships and relationships that build the organization's impact, visibility, value, thought leadership, and base of public and private financial resources.

Strategy, Organizational Planning, Policy and Innovation- 40%

- Lead organizational strategy development and oversight of its implementation including leading the development of annual and longer-term goals, monitoring achievement of the goals, and establishing metrics to determine successful implementation of the goals.
- Lead the organization's innovation efforts including chairing and supporting the operation of the cross-functional DREAMLab to support cross functional learning and the development of new ideas for the field.
- Support the coordination of the organization's knowledge management strategy setting up systems to facilitate knowledge management between network colleges, between coaches, between ATD staff, and between ATD and external thought leaders across higher education and policy sectors to influence larger conversations about institutional transformation.
- Launch and lead a working group to explore the capacities the organization will need to strengthen so that workforce connections can be more fully articulated into the organizational strategy.
- Support the President/CEO in translating organizational learning into a policy and learning agenda around student success that can be advanced with strategic partners.

Strategic Partnership Development - 30%

- In partnership with the President's Leadership Team, develop criteria to define key strategic partnerships (nonprofit and funder) to advance ATD in alignment with our strategic plan and work with the development team to implement a plan to secure partnerships that support mission achievement.
- Work with colleagues and the fund-raising team to execute against ambitious goals, including identifying, cultivating and soliciting funding from impact investors, foundations, corporations, government sources and other community partners.
- Steward existing and build new strategic partnerships with other national non-profits that advance ATD's mission achievement including identifying new partners to fuel research and development for new programs and services and new sources of revenue including philanthropy.
- Actively participate in external speaking events including engagements at industry gatherings where target investors are present. Use these opportunities to deepen relationships with current investors and to advance strategies and secure potential investors.

East Coast Office

8484 Georgia Avenue, Suite 500
Silver Spring, MD 20910-5606
240-450-0075

West Coast Office

529 SE Grand Avenue, Suite 300
Portland, OR 97214-2232
971-634-1212

Marketing & Communications - 20%

- Oversee the development of a comprehensive communications and branding strategy to effectively engage investors, nonprofit partners, network community colleges, and higher education stakeholders in the organization's work, with a focus on increasing visibility, effective recruitment and retention of member colleges, and dissemination of learnings and research.
- Regularly represent ATD and opportunities to connect with ATD to the broader community.

Other-10%

- Represent ATD in the field with numerous external partners.
- Support the CEO with building opportunities for learning from the field by forming and staffing key advisory councils including a newly launched President's Advisory Council.
- Support the CEO with fulfilling thought leadership opportunities.

Qualifications:

- Minimum 10 years of experience at a senior level within a growing national nonprofit, educational institution, or social enterprise, with responsibilities for development and implementation of a multi-year strategic plan for revenue growth thru strategic marketing.
- Passionate for expanding economic opportunities for low- and moderate-income students attending community colleges.
- Successful track record securing corporate and foundation support at the national level through grant writing and management.
- Excellent presentation skills – both written and in-person.
- Capable of leading with composure, flexibility, and efficiency during crunch times.
- Flexible and adaptable style; a leader who can positively impact both strategic and tactical initiatives.
- Solid understanding of philanthropy best practices and professional grant making.
- Passion for non-profit innovation.
- Solid team manager, with track record of building thriving, disciplined, and cohesive teams.
- Experience in securing strategic partnership agreements to advance an organization's mission.
- Knowledge of communications, media relations and marketing.
- Strong attention to detail, quality assurance of written deliverables and nuanced messaging of topics for target audiences.
- Strong negotiation and multi-stakeholder consensus-building skills are required, along with strong oral, written and presentation skills.
- Familiarity with ATD's programs and interest in ATD's mission preferred.

Core Competencies

- **Collaboration:** Demonstrates respect, humility and willingness to collaborate when seeking to understand others and making decisions.
- **Disciplined Execution:** Has the ability to break down big picture work goals into management tasks; has the foresight to anticipate potential roadblocks in order to ensure timely completion of tasks and projects.
- **Effective Communication:** Ability to actively listen and thoughtfully question in order to create greater understanding and to offer insights that advance problem-solving.

- **Learning Orientation:** Embraces challenges, new ideas and different perspectives as an opportunity to learn; continually seeks out and applies new learning to activate change or improvements.
- **Systems Thinking:** Defines the system and one's role in the system. Sees relationships and the dynamic elements of the holistic system and executes work accordingly. Influences the system and maps connections to ATD's external landscape.
- **Change Agent:** Serves as an agent of change at a personal, team, and organizational level to pursue outcomes for students. Adapts as the environment changes, while managing associated risks. Motivates staff, team, organization, and partners to activate the change needed to advance defined priorities.
- **Culturally Competent:** Models appreciative inquiry to gain an understanding and awareness of others' cultural identity and practices. Creates safe and constructive forums for sharing diverse perspectives and opinions.
- **Emotional Intelligence:** Demonstrates self-awareness and self-regulation and recognizes impact of personal behavior on others.

Technical Competencies:

- **Business Development:** Understands the key approaches and practices required for identifying and promoting ATD programs, products, and services. This includes maintaining knowledge and information about ATD's network, partners, and strategies that advance community colleges and student achievement.
- **Educational Leadership:** Experience as a practitioner and leader working with colleges to improve and non-academic supports to increase success for all students, including leading change in advising or student support redesign.
- **Facilitation Skills:** Ability to develop and plan appropriate group and/or team processes and trainings. Can demonstrate effective participatory, interpersonal and dynamic communication skills including active listening, observation and ability to provide feedback to participants.
- **Project Management:** Uses project management skills to produce the agreed upon deliverables of grants, programs, events and services on time and according to specification. Addresses project scope creep, objections and related issues, inter team and interpersonal dynamics and other program delivery issues.

Position Details

Position Type:	Full Time, Exempt
Salary Grade:	Executive
Reports To:	President and CEO
Work Location:	Remote or Silver Spring, MD
Level of Travel:	Moderate

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. The noise level in the work environment is usually moderate. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties of this position.

Equal Opportunity Employer

At Achieving the Dream, Inc. (ATD) we strive to attract, develop and retain highly qualified and diverse individuals. ATD is committed to creating and maintaining a diverse work environment and is proud to be an equal opportunity employer. Employment policies and decisions at ATD are based upon merit, qualifications, performance and business needs. All qualified candidates will receive consideration for employment without

regard to age, race, color, national origin, gender (including pregnancy, childbirth or medical conditions related to pregnancy or childbirth), gender identity or expression, religion, physical or mental disability, medical condition, legally-protected genetic information, marital status, veteran status or sexual orientation.

11/30/2020