



URBAN STRATEGIES COUNCIL

CHIEF EXECUTIVE OFFICER

Position Description

Urban Strategies Council seeks a Chief Executive Officer (CEO), committed to the Council's mission of eliminating persistent poverty by working with partners to transform low-income neighborhoods into vibrant, healthy communities.

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For nearly three decades, Urban Strategies Council (the Council) has played a significant role in advancing a social justice agenda in Oakland and the East Bay. Many of the issues the organization has worked on, including housing, education, and the future of young men and boys of color, are increasingly the focus of state and local policymakers. The Council works under the principle of “bringing together people and data for equity and justice” by addressing the interlocking levers for eliminating persistent poverty, from economic opportunity, to community health and safety, to excellent and equitable public education. The Council has three core strategies at the foundation of its approach:

- **Building Collaborative Leadership:** Creating vibrant, healthy communities requires a collaborative approach. The Council serves as the initiators, conveners, staff, and consultants to multiple alliances and collaboratives, providing comprehensive expertise to maximize the impact of these collective efforts.
- **Research & Data for Action:** The Council has pioneered action-oriented research, data, and mapping to inform policy, practice, and strategy. Its research and data analysis allows partners, government agencies, and other stakeholders to understand complex issues, highlighting relevant context and local conditions.
- **Policy & Systems Reform:** Through advocating for new policies and practices to address core issues surrounding poverty, equity, and social justice, the Council works to address large-scale problems at their roots.

A critical part of the Council's mission is addressing disparities, especially racial/ethnic disparities, in opportunities and outcomes. In all of its work, the Council takes into account historical and current institutional and structural sources of inequality. The Council supports building the social, economic, and political power of the people, in Oakland and the East Bay, most affected by inequities in order to narrow gaps while improving overall outcomes.

For more information on Urban Strategies Council please visit <http://www.urbanstrategies.org>.

OVERVIEW

Urban Strategies Council seeking a new CEO to lead the organization into its next phase of growth and innovation. Among other qualities, the ideal candidate will possess: (1) a passion for philanthropy and mission-driven purpose that motivates and energizes others; (2) inspired leadership capacity and distinctive relationship-building skills and, and (3) a strong track record of uniting individuals and entities around a common purpose. The new CEO will translate the Council's unique vision into capabilities and programs that will lift the organization's capacity, influence, and impact.

POSITION DESCRIPTION

The new CEO will serve as the principal strategist, thought leader, and exceptional advocate of low-income communities of color in Oakland and the East Bay. Working in collaboration with the Board and staff, the CEO will ultimately be responsible for setting and executing the strategic vision of the organization and growing the resources to support work to advance the Council's mission and vision. The new CEO will also strengthen existing partnerships and build new partnerships that are key to programmatic and operational success. This person will be equal parts entrepreneur, champion, advocate, and ambassador.

The CEO will represent the organization across a diverse array of community stakeholders and must be able to navigate politically complex environments with emotional intelligence, charisma and integrity while pursuing the Council's vision. The leaders of an accomplished staff, the CEO will be an experienced manager who will lead the team of 14 staff and will inspire Board, staff, and others to execute the vision consistent with the organization's mission while building internal leadership capacity and opportunities for staff development.

The new CEO is expected to begin work in early summer 2016, and will be based in the Council's Oakland office.

KEY RESPONSIBILITIES

Leadership

The Urban Strategies Council CEO will provide leadership and strategic direction to the Council, in collaboration with the Board of Directors and staff. This includes regularly examining and revising strategy to assess the impact the Council is having and propose ways to utilize Board, staff and financial resources to achieve greater results.

This requires a CEO who can:

- Ignite broad support for youth, family and community development through thought leadership and alliance building.
- Translate vision into clear strategic objectives and align staff and Board talent with tangible actions.

- Engage existing and potential new partners to advance the Council's mission and bring additional resources to the community.
- Establish and maintain positive relationships with the Board of Directors, current and potential partners and other key stakeholders to leverage the work of the Council.
- Work closely with the Board Chair to ensure a strong, diverse and active board that reflects the values and mission of the Council.
- Support the Board in the development and maintenance of appropriate governance policies, goals and objectives.

Fund Development

The Council has a newly established fund development plan intended to build long-term financial sustainability and ensure the dynamic future of the organization and its flagship projects. The new CEO will lead the Council in executing this fund development plan and expanding the resource base and diversity of funds.

This requires a CEO who will:

- Work with the Board and staff to develop, oversee, and manage a comprehensive fundraising program including foundation support, major gifts, annual support, special events, and other fundraising programs.
- Monitor results of the organization's fund development programs and assist the Board in evaluating their effectiveness.
- Lead efforts to identify, engage and build relationships with foundations and major donors to secure new funds for the organization.
- Innovate in raising funds, expanding the potential of the Council's fee-for-service model to diversify revenue sources for the organization.
- Partner with the Board and staff members to manage their participation in cultivating, soliciting, and stewarding funders.

Organizational and Financial Management

The Council's culture and values enable its talented and committed staff to effectively communicate and fulfill its mission and make deep commitments to its partners. The new CEO is expected to bring new insights to the best use of the Council's human and financial resources to maintain its commitment to achieving its mission.

This requires a CEO who will:

- Work with the Chair to design and lead Board meetings with the goal of supporting the highest standards of governance and transparency.
- Lead, develop and mentor an experienced team of professionals to achieve the Council's goals, and build an organizational culture of leadership, collaboration, and professional excellence.
- Build and manage an efficient and effective organizational infrastructure to

ensure that staff is supported in professional development and that their capacities are developed in alignment with the strategic vision.

- Work in partnership with the Board to maintain and continue building financial reserves and engage in long-term financial planning.

Support for Programs

The new CEO will work with the board and staff to refine the Council's strategy, provide strategic oversight to programs, and promote continuous professional development in service of programmatic excellence.

This requires a new CEO who will:

- Initiate, cultivate and maintain partnerships critical to the Council's programmatic work and mission.
- Provide critical analysis of program and priorities; innovate and experiment where appropriate and facilitate the best ways forward for the organization and the community as a whole.
- Collaborate with the Board and leadership staff in building an integrated, participative and ongoing process for strategic reviews of effectiveness and results.
- Participate in associations, advisory committees, joint initiatives and conferences to promote and strengthen the Council's presence in the field.

EXPERIENCE AND QUALIFICATIONS

The successful candidate will have:

- Demonstrated ability to bring inspiration, impeccable integrity, and optimism to the organization.
- Deep experience working in urban settings building the capacity of communities of color and low-income communities.
- A passion for, and experience working on economic and social justice initiatives, particularly those that engage multiple sectors.
- An understanding of and experience in utilizing applied data in social change movements.
- Demonstrated management experience, especially in support and development of a diverse staff.
- Demonstrated experience developing strong and effective boards.
- Demonstrated fund development experience.
- Demonstrated financial management experience.
- Inspired oratory and problem-solving skills; ability to captivate funders and unite and motivate partners.
- Knowledge of the Alameda County and Oakland community landscape.
- Extensive training and/or experience in fields such as community and economic development, community capacity building, applied research and policy or related fields.

PERSONAL ATTRIBUTES

- Deep commitment to the Council's core values of racial and economic justice.
- Political astuteness, and the ability to navigate multiple complex networks.
- Ability to think innovatively about strategic partnerships, alliances and engagement with different types of actors – foundations, nonprofits, public and private individuals.
- Ability to articulate a vision that motivates internal and external stakeholders from multiple sectors and in diverse settings.
- A keen self-awareness and strength of character that provides unswerving leadership while allowing for facile collaboration.
- An entrepreneurial spirit and unflappable demeanor.
- Excellent communication skills and a commitment to organizational learning.
- High integrity and a commitment to personal and professional excellence.
- Ability to engage in active listening and to coach and mentor others positively.

Urban Strategies Council is an equal opportunity employer that embraces a diverse, multicultural work environment. People of all ethnic backgrounds, people with disabilities, and people of diverse sexual orientations and gender identities are encouraged to apply.

For additional information please contact: Anthony Tansimore, Anthony@theolivegrove.com. If you are interested in applying or want to nominate someone for this position please send a letter explaining your interest along with your current resume and salary history to search@theolivegrove.com, and be sure to include Urban Strategies Council in the subject line. All nominations and expressions of interest will be held in the strictest confidence.