

Position Description

Chief Community Impact Officer

Position Overview

The Chief Community Impact Officer (CCIO) is responsible for the design and leadership of our Alliance community, with the aspiration of building the leading “practitioners’ community” for youth-supporting non-profits in the country. In service of this vision, the CCIO will oversee Alliance membership and programming, collective impact initiatives, research, communications, policy, and the youth leadership work at America’s Promise Alliance. Reporting to the CEO and serving as a member of the Leadership Team, the CCIO is ultimately responsible for the vitality, growth, and efficacy of our Alliance community, building powerful coalitions to achieve field-level change in our chosen issue areas, and ensuring that America’s Promise Alliance achieves the goals of its 2022-2027 strategic plan.

About America’s Promise Alliance

America’s Promise Alliance was founded in 1997 by five U.S. Presidents and General Colin Powell. Over the last 24 years, our Alliance has grown into a community of hundreds of the top youth-supporting non-profits in the country, working together to advance equity, increase opportunity, and improve outcomes for young people in America. Collectively, our member organizations serve millions of young people each year across every state in the country.

America’s Promise Alliance is an independent entity that exists to serve the youth-supporting field¹, to build the community, establish the infrastructure, and secure the resources necessary for collective improvement and action at national scale. Our job is to make collaboration among our member organizations effective, efficient, continuous, informed by communities, and joyful. We believe that if you want to foster coordination and collaboration, you start by building relationships. We believe that if you want to build a field, you first create an authentic community dedicated to helping each other. We believe a sustained and continuous effort to bring the best organizations into deep and trusting working relationships with one another will ultimately translate into more effective and more connected support for young people across the country.

About Our Next Chapter

America’s Promise Alliance is in the process of completing a new 5-year strategic plan and a comprehensive “next chapter” for the organization. The Chief Community Impact Officer role will be responsible for the successful implementation of this five-year strategy. An overview of that strategy is [here](#).

¹ We define the “field” as organizations working in the outcome areas at the intersection of young people’s lived experiences: (1) education & youth development, (2) racial & social justice, (3) workforce development & economic mobility, and (4) mental health and wellbeing.

Position Description

Chief Community Impact Officer

Responsibilities

The first priority of the CCIO role is the design and launch of our reimagined Alliance community, including designing and implementing new, innovative program offerings. The CCIO will oversee the Alliance team and will also manage the research and communications teams at APA. Over time, the CCIO will also be responsible for building the youth leadership practice for the organization.

Core responsibilities for this position include:

Alliance Design & Leadership

In 2022, America's Promise Alliance will launch its redesigned Alliance. CCIO responsibilities in this work include:

- Design of our Alliance community and the continuous improvement on community design over time
- Design and continuous improvement for all programmatic offerings
- Establish core metrics and measures for success
- Recruitment, onboarding and retention of community members
- Lead a community-wide process to select our collective action issue areas
- Form and mobilize coalitions of Alliance members in pursuit of collective action in our selected issue areas
- Ensure financial viability of the community through membership fees and sponsorships

Research, Communications & Policy

In each of our key issue areas, America's Promise will lead independent research, launch national communications campaigns, and focus on policy development. CCIO responsibilities in these areas include:

- Oversee the design of our national research agendas, the execution of high-quality research that centers the experience of young people, and the dissemination of results to the stakeholders who can best utilize our findings
- Oversee annual State of the Field research and utilize findings to cultivate new opportunities and collaborations
- Oversee national communications campaigns that center first-person storytelling from young leaders in our key issue areas
- Develop strategic partnerships for content creation and high impact distribution of national communications campaigns
- Seamlessly integrate research and storytelling to create "head and heart" campaigns around our key issues

Position Description

Chief Community Impact Officer

- Develop a framework for APA policy work that centers young leaders and practitioners in the policy process
- Identify the most opportune areas to drive policy change and mobilize coalitions of Alliance members in those areas

Youth Leadership

In 2023, we aspire to launch a new community-based youth leadership model. CCIO responsibilities in this area include:

- Forming and leading a youth leadership body to partner with America's Promise on all aspects of model design, issue selection, and city selection
- Comprehensive program model design
- Partnering with the CEO to secure seed funding for 2-3 pilot cities
- Selection of the issue areas the model will address
- Recruitment of local partners to recruit young leaders, serve as educators in the model, and form a local Board of Advisors
- Hiring, onboarding and management of a local team to run the model
- Design program evaluation and measures for success
- Continuous improvement & evolution of the model over time

Organizational Leadership

- Build and manage high performing teams
- Serve as a member of APA's Leadership Team
- In partnership with the Leadership Team, operationalize APA's commitment centering racial equity, and to diversity, equity, inclusion and belonging within teams, in APA's organizational culture, and in our Alliance
- Ensure we meet the annual and 5-year goals included in our 2022-2027 strategic plan
- Partner with the CEO to mobilize both the Board of Directors and Alliance Trustees in service of APA's mission
- Represent the organization externally to funders, partners, policy makers, and community members
- Oversee annual staff planning and budgets for the Alliance, research and communications teams

Qualifications

- 15+ years of senior leadership experience in youth-supporting organizations operating at national scale (direct service organizations, coalition building efforts, policy, philanthropy, etc.)

Position Description

Chief Community Impact Officer

- Demonstrated experience operationalizing equity, diversity, inclusion, justice, and belonging in all aspects within and external to the organization.
- Proven team-builder and people manager who prioritizes inclusion and has the ability to lead high performing and diverse teams through a period of organizational change, while maintaining cohesion and coordination at all levels.
- Substantial program leadership experience, including program design, implementation, and evaluation.
- Prior experience with bringing diverse leaders and organizations together to achieve common goals; proven ability to build energy and momentum behind collective efforts. This includes membership in, and leadership of, coalitions, communities, and networks.
- Experience working in one or more of APA's outcome areas: education & youth development; racial & social justice; workforce development & economic mobility; mental health and wellbeing.
- Efficacy and comfort leading in both startup and high growth periods in an organization's trajectory.
- Understanding of latest research and policy connected to APA issue areas and the youth-supporting field, with the ability to diagnose trends and to synthesize the work of diverse stakeholders, identifying the biggest opportunities for impact.
- A believer in the power of youth leadership and the wisdom that can only be found in lived experience. An ability to share voice, space, and power with youth and community leaders.

Compensation & Benefits

Salary and benefits will be competitive and commensurate with experience with a range of \$200,000 - \$250,000. America's Promise Alliance offers a generous benefits package that extends beyond health care coverage to help provide team members with a work-life balance that includes childcare, wellness initiatives, professional development, retirement savings, and more.

To Apply

Please submit a resume and cover letter detailing your interest in this position to careers@americaspromise.org. Please include the position title in the subject line of your e-mail.

America's Promise Alliance is an Equal Opportunity Employer. We actively seek and welcome diversity of all types on the America's Promise team. America's Promise is committed to an inclusive environment that allows all team members to thrive. While we sincerely appreciate all applications; only those candidates selected for interview will be contacted.