

**Executive Director
Achieve Brown County
Green Bay, Wisconsin**



Achieve Brown County has partnered with Spano Pratt Executive Search to identify the Executive Director. For a confidential conversation and to learn more about this opportunity please contact Jamie Pratt.

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Organization

Since its founding in 2014, Achieve Brown County has operated under a simple premise: those who care about our community's young people — from parents and educators to civic, non-profit and business leaders — can accomplish more by working together than by working independently.

In partnership with nearly 70 other organizations in the national StriveTogether network, Achieve Brown County continues to champion equity in its work to ensure that every child succeeds from cradle to career, regardless of race, income or zip code. As a backbone organization for community-led collective impact, Achieve Brown County convenes, facilitates and supports the efforts of over 100 businesses, non-profits, schools, government agencies and individual community members to create a truly equitable Brown County in which ALL young people have what they need to succeed in school, work and life. Through employing a proven community-led approach for achieving truly transformational and sustainable results, we have successfully created the conditions for collective impact that have not only positively affected over 6000 young people and led to significant improvements in five outcome areas critical to the success of all Brown County youth, but have begun to change the fundamental systems within our community that shape opportunity.



Achieve Brown County's process is founded on proven collaborative improvement methodology and organized into three pillars — categories of work that are necessary for achieving truly transformational and sustainable results:

1. Shared Community Vision - Build and maintain a shared community vision and common framework for measurably improving outcomes from cradle to career.
2. Evidence-Based Decision Making - collect, research, and analyze community data to paint a complete picture of what's going on with young people and inform and guide collective decision making.
3. Collaborative Action - Facilitate and support alignment on and pursuit of sustainable, collaborative action that makes the biggest difference and affects system change

These three pillars are rooted in the StriveTogether Theory of Action™. Built on lessons from StriveTogether Cradle to Career Network members, this nationally recognized approach helps communities build and sustain the civic infrastructure necessary to improve outcomes and close gaps from cradle to career. Civic infrastructure is how a community holds itself collectively accountable and organizes to implement a cradle-to-career vision.

As we look to build on this foundation and amplify our success, we are focused on pursuing three key strategies over the next three years:

1. Realizing the potential of data by establishing more partnerships; extending the range, reach and value of data for individuals and organizations across our community (e.g., the Brown County Population Health Collaborative); and expanding the footprint of our groundbreaking Community Information System, bringing value to StriveTogether Partnerships in other communities across the state.

2. Advancing collaborative action through the ongoing work of our six existing Collaborative Action Teams, two of which (the Early Childhood System of Care team and the Graduation Task Force) have produced significant systems-change outcomes and impacts.

3. Broadening and deepening community-led collective impact by more formally aligning our efforts with those of other backbone entities, including Wello, Connections for Mental Wellness, and the POINT Poverty Initiative. Though this alignment – which is reflected in our recent responses to COVID-19 and systemic racism and our impending move into a shared collective impact-centric office space with these three entities – we are working more intentionally to develop and pursue comprehensive strategies, share resources, strengthen individual and collective efficacy, and ultimately amplify outcomes and impact among all community members.

In addition to the StriveTogether Cradle to Career Network, ABC is also a member of the Wisconsin StriveTogether Partnership, a collaborative effort with the state's other StriveTogether Network members (Building our Future - Kenosha, Higher Expectations for Racine County, and Milwaukee Succeeds) aimed at learning and spreading strategies that focus on advancing policy change in Wisconsin.



Position Profile

The Executive Director stewards the ongoing implementation of a shared community vision and framework for advancing positive cradle to career outcomes and affecting systems change through community-led collective impact. They will be responsible for continuing to develop the infrastructure required to support the organization's backbone activities and further enhance core service offerings while delivering exceptional levels of social impact.

The Executive Director must manage a governance structure that includes key local executives from across a variety of sectors, while ensuring action plans are developed and implemented around the achievement of desired and measurable outcomes.

The Executive Director must also serve as the primary champion of the organization's long-standing commitment to equity and social justice, holding its staff, key stakeholders and partners accountable to seeking out and valuing all types of diversity, incorporating equitable and anti-racist principles and practices into their daily actions, and striving to dismantle systemic inequities and injustices, including those present in individuals, organizations and the community.

The Executive Director directly supervises an Operations Manager, Evidence-Based Decision-Making Manager and Director of Collaborative Action. They also oversee how the organization engages AmeriCorps VISTA members, who provide data analysis, continuous improvement, marketing and communications support.

The Executive Director reports to the Executive Committee of the Board of Directors.

Key Deliverables

The key accountabilities of the Executive Director, including the percentage of time breakdown:

Leading the Organization (50%)

- Utilize collective impact methodologies to create and shape community efforts for positive change and impactful solutions.
- Develop clear, compelling and successful new short-term and long-term strategies with planned objectives and priorities to drive the growth of the initiative.
- Motivate, build and retain diverse, cross-functional teams while communicating clear goals and objectives.
- Build a culture around an impactful mission with particular focus on teamwork, accountability, innovation and entrepreneurship.
- Align differing agendas to create a common strategy.
- Constructively and sensitively challenge conventional wisdom that defines, refines and enhances strategy to unlock value and capitalize on resources.
- Attract, train, develop and retain the best and the brightest talent.
- Effectively collaborate with others to initiate and drive results.
- Lead staff and volunteers by providing purpose, direction and creating an engaging environment in alignment with ABC's vision and mission.
- Design, review, maintain and present organizational policies, practices and guidelines to the Board of Directors for their feedback and final approval.
- Establish annual organizational and individual performance goals, provide on-going feedback and evaluate performance.
- Build a culture where all staff receive on-going feedback and regular performance evaluations from their leaders.
- Create a positive, diverse work environment while facilitating cross-departmental collaboration and open communication.
- Ensure the organization is in compliance with all federal, state and other regulatory requirements through internal controls.

Relationship Building / Public Relations / Advocacy / Funding (40%)

- Apply a servant-leader approach to building collaborative, solution-oriented relationships that continue to move the efforts of ABC forward.
- Interact with all levels of an organization, including c-suite executives and government leaders, while building and maintaining internal and external relationships.
- Integrate multiple disciplines to assess, obtain, develop, and nurture multiple corporate and social partnerships.
- Show up as a collaborative partner who seeks win-win outcomes.
- Positively represent and advocate for the organization with diplomacy and tact in all aspects of community engagement at the local, regional and state levels.
- Represent ABC to the financial community, industry groups, community figures, government officials, regulatory agencies, and the general public.
- Support advocacy efforts by serving as the organization's spokesperson.
- Manage media relations, marketing and communications.
- Increase awareness and visibility by attending and presenting at community and corporate events.
- Communicate collaboratively with an understanding of and empathy towards diverse audiences.
- Arrange for branding work to create awareness of and elevate ABC in the community.
- Provide vision for program development by identifying trends and relevant opportunities.
- Hold and promote a deep commitment to bettering the human condition in society by conveying the understanding and goal of fundraising.
- Generate sustainable financial support by gaining acceptance and buy-in.

Financial and Human Resources Management (10%)

- Track and report measures against mutually agreed upon baselines.
- Develop and monitor an annual budget process, routine financial matters and financial planning.
- Develop and closely monitor all budgets, systems and policies.
- Ensure long-term viability of the organization and the mission through prudent financial management.
- Utilize networks and relationships to resolve issues and problems.
- Build teams through the use of dialogical interest assessment.
- By example, adhere to the strategic values of ABC.
- Accept and delegate activities with compassion and empathy.

QUALIFICATIONS

The ideal candidate will have a blend of professional experience and personal attributes. Some of the most important have been identified as:

- *Education & Experience.* Bachelor's degree in education, business, public policy non-profit/government management or related field. A minimum of ten years of experience in leadership roles. Demonstrated experience building multi- disciplined teams across all levels. Data awareness and knowledge of a continuous improvement model a plus. Must have a passion for, experience with, and a foundational understanding of collective impact methodology. Familiarity and competency around leading nonprofit organizations a plus. A broad understanding of K – 12 education is a plus. Fund development experience preferred. Must be a seasoned, adept networker who is able to build relationships.
- *Leadership Skills.* Possesses self-confidence and a unique perspective to navigate through ambiguity. Must be able to independently make strategic decisions, generate innovative ideas and solutions, and multitask due to a wide variety of tasks and constantly changing priorities. Demonstrated experience building and leading teams, including hiring, developing, and when necessary, transitioning talent. A big picture thinker, effective in strategic planning, able to articulate vision and implement direction to both internal and external stakeholders. Passionate and committed to the mission. While self-confident, must have a humble leadership style that inspires confidence and creates trust. Must have the ability to rally people around a cause. Able to diplomatically manage multiple and complex priorities in a variety of settings. A values-driven leader with a high level of integrity. Action-oriented and innovative approach to leading an organization. One who rolls up their sleeves and gets out of their office.
- *Interpersonal & Communication Skills.* The Executive Director must have well-developed communication skills, both oral and written, in order to engage at multiple levels in a variety of organizations. A visionary that is adept at communicating the future direction to diverse audiences. Must be a good listener. Able to effectively develop and manage relationships with a diverse array of partners that play different and divergent roles in organizations and the community. Possess strong conflict resolution skills. Able to build strong working relationships with ABC's Community Leadership Council, staff, business leaders, community organizations, funders, and volunteers. An experienced public speaker with the capacity to engage, inspire and motivate. One who models a deep respect for others. Self-aware, energetic, intellectually curious, and inspiring. Able to communicate a complex concept simply and concisely.
- *Business Acumen.* Must possess the business and financial skills to effectively lead a nonprofit organization. Familiarity with operational processes and procedures. Experience in budget preparation, financial management and internal controls. Critical decision-making and analytical skills are essential. A proven background in establishing, communicating and implementing plans to reach organizational goals is required. Able to identify gaps and opportunities to improve ROI. Ability to think on one's feet and process information quickly while problem solving.
- *Organizational Effectiveness.* Skilled at building consensus and achieving buy-in across constituents with diverse views. Adept at skillfully managing a variety of dynamics and personalities. Self-motivated, driven and proactive. Able to manage conflict by bringing all parties to an agreed upon solution and then hold all accountable.
- *Equity-Mindedness.* Possesses and demonstrates a strong appreciation and understanding of the core principles and practices of diversity, inclusion, equity and racial justice. Is willing to take personal and institutional responsibility for the actions and behaviors of the organization (including its staff, key stakeholders and partners), as well critically reassess their own and the organization's practices. Is also race-conscious and aware of the social and historical context of unjust and exclusionary practices in American institutions and society.

Location: Green Bay, WI

Green Bay offers a great quality of life. This is a wonderful place to raise a family with excellent schools and safe communities. Housing is diverse and very affordable. A beautiful area with many outdoor recreational options. A very generous and giving community.



Achieve Brown County overview video: <https://www.youtube.com/watch?v=1GeBb0upV7Q&feature=youtu.be>

To learn more about Achieve Brown County, please visit the website: <https://www.achieverbrowncounty.org/>

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