

# all hands raised



Education, Equity and Excellence  
from Cradle to Career

## Job Announcement

<b>Title:</b>	Vice President – Impact and Improvement
<b>Reports to:</b>	Chief Executive Officer
<b>Status:</b>	1.0 FTE; Full-time, salaried exempt.
<b>Compensation:</b>	Annual Salary Range is \$ 85,000 to \$ 95,000 (DOE) Excellent benefits package: medical, dental, vision, disability insurance, retirement account contribution and generous PTO and holiday schedule.
<b>Application Deadline:</b>	Open until filled.

**The All Hands Raised Team:** The All Hands Raised team does their work in a collaborative and respectful environment that puts children and racial educational equity front and center. All Hands Raised believes that putting time, energy and passion towards children reaching their academic potential is the job of the entire community. That is why, with a focus on racial equity in education, we relentlessly and systematically connect our community's diverse assets from cradle-to-career in seven work areas. All Hands Raised is working to improve the lives of young people aged 0-24 in Multnomah County; and, in turn, the economic vitality of the region. Be part of a committed and talented team at All Hands Raised, who has been named by Oregon Business magazine as one of the 100 Best Non-Profits to Work for in Oregon.

**Position Summary:** The Vice President, Impact & Improvement (VP II) is a member of the All Hands Raised (AHR) executive management team. VP II leads the implementation of collective impact strategies to deliver on the racial educational equity mission to change systems and improve practices for all children and youth from cradle to career. The VP II leads collaborative action efforts by collaborating with diverse partners to test, refine and ultimately scale innovative interventions linked to improved student outcomes. The VP II also provides oversight for data, evaluation and research activities of the organization. The VP II supervises a team focused on facilitation, data, convening and community engagement.

### Key Responsibilities and Duties:

- As a member of the executive management team, collaborate effectively and share the responsibility for making recommendations and decisions that support AHR's overall mission and goals.
- Support the development of long-range plans and operationalize actions to sustain and grow AHR.
- Provides clarity to the Impact and Improvement team in the team's strategic direction, roles, and respective job responsibilities.
- Lead successful implementation of a continuous improvement strategy with a goal of having measurable results that lead to system transformation.

- Lead and implement a results-based leadership facilitation in order to invite and empower practitioners and systems leaders to identify and scale what works for kids and young adults.
- Lead the development of results-based leadership capacities within the organization and among partners.
- Partner with the Vice President – Strategic Engagement and Communications to ensure the organization’s communication strategy is supported by strong narratives of where the AHR Partnership is making progress in changing systems and improving practices for students. This includes contributing to the Chapter Publications, branding tools used at engagement and fundraising events, supporting data storytelling narratives, and outreach tactics; such as, eblasts and social media.
- Partner with the Vice President – Strategic Engagement and Communication to support the identification and cultivation of investors and the submission of funding proposals and reports
- Responsible for working collaboratively with the Vice President – Operations to develop the Impact and Improvement annual budget, monitor respective work area budgets and financial reporting of expenses and adhere to annual budget goals and objectives.
- Provide leadership, as a member of the executive management team, to sustain and enhance an organizational culture that elevates the voices of practitioners, students and families as the key messengers and drivers for systemic change.
- Lead AHR’s data and evaluation activities in partnership with key stakeholders.
- Represent the organization in key external meetings and committees at the local, state and national levels.
- Other duties assigned by the supervisor.

**Professional Readiness:** All Hands Raised understands that there are many ways to determine professional readiness. Our goal is to take a comprehensive look at each job application and assess alignment with the needs of the organization understanding that previous training and experience is a critical factor to consider. The ideal candidate will have the following knowledge, skill sets, professional experience, qualifications, personal attributes necessary to be successful in this position.

### **Knowledge, Skills and Abilities**

- Demonstrated skill in engaging diverse stakeholders from a variety of levels, sectors, and communities.
- Deep understanding of the local, state and national systems that impact kids and families and a proven ability to navigate those systems.
- Demonstrated capacity to facilitate results-based collaboration.
- Demonstrated commitment to racial equity and contributing to an inclusive working and learning environment.
- Competent skills with Microsoft Office, Google Mail and other programs used to perform common office tasks.
- Demonstrated leadership and supervisory skills combined with a willingness to be “hands-on” and work in a lean, fast-paced organization with limited administrative support.
- Effective communicator, both written and spoken. Must be able to synthesize complex information and write and/or speak about it in an accessible and concise way.
- Creative, innovative, strategic and energetic leader, team member and problem-solver with an entrepreneurial spirit.

## Qualifications

- Bachelor's degree preferred.
- Minimum seven years of professional experience including at least five years in a staff and/or board leadership role in education, nonprofit, government or related sectors.
- Five years' experience in an organizational management role with a successful track recording in developing and coaching a team to measurable success.
- Valid drivers license.

## Personal Attributes

- Team player with good interpersonal skills who builds productive working relationships with other AHR staff based on respect and good rapport, and has a flexible demeanor and sense of humor under pressure.
- Leads by example in being connected to AHR's mission and being focused on strategies to support BIPOC students.
- Possess multi-cultural intelligence, appreciation and respect for equity, diversity and inclusion and demonstrates an ability to work with a diverse group of co-workers and constituents.
- Creative, innovative, strategic and energetic leader with an entrepreneurial spirit and a proven record proactively collaborating externally and internally. Willing and able to bear high levels of responsibility and is always accountable for their decisions and work product.
- Communicates honestly and consistently by sharing appropriate information with internal and external constituents.
- Passion for public education and commitment to justice and equity for children, youth and families of all races/ethnicities, cultures, neighborhoods and backgrounds.
- Lived experience that aligns with the BIPOC community is highly desired.

## APPLICATION PACKET: HOW TO APPLY

Submit the following application materials to Lavert Robertson, Chief Executive Officer, via email:

[vpimpact@allhandsraised.org](mailto:vpimpact@allhandsraised.org)

1. A one-page cover letter describing how your qualifications and professional experience aligns with the job description.
2. A resume (not to exceed two pages in length).

**All Hands Raised is an equal opportunity employer without regard to race, color, citizenship, religion, national origin, age, gender, gender identity, disability, veteran, current or future military status, sexual orientation, marital stature, AIDS, pregnancy, childbirth or related medical conditions. This position offers a competitive compensation package including health benefits and a 403(b) retirement plan contribution. All Hands Raised pays 90% of the monthly health insurance premium. Benefits also include a generous paid time off schedule. All Hands Raised operates using a hybrid schedule for our work.**

**For more information about our organization please see [www.allhandsraised.org](http://www.allhandsraised.org).**