ada developers academy

Ada Developers Academy - Advisory Board

Ada Developers Academy Overview:

Ada Developers Academy (Ada) is rapidly growing program that trains women and gender diverse people to be entry level software developers. Our goals are to increase the supply of diverse, talented software developers in the Washington State economy and to improve the gender balance within the software engineering ranks in the state.

Ada's 11-month tuition free program consists of six months in the classroom followed by a five-month paid internship with a sponsoring company. One unique aspect of our program is access to financial support in the form of low-interest loans and stipends. These additional services allow students to manage their living expenses while enrolled in the program. Ada is very selective, intentional and admits only the most qualified applicants.

We are a young and growing organization having launched our first cohort in 2013. Ada averages nearly 500 applications for each Cohort. We have 250 Software Developers who have completed our program and have launched our 11thCohort in February 2019. We have had phenomenal industry support and have consistently created new relationships. Ada has worked with over 80 tech companies in the region.

Ada's Advisory Board of Directors:

Ada's Advisory Board provides oversight and advice to the program, as well as direct assistance based on given member's functional capability and experiences. Our board is different from a typical independent 501(c)(3) board in two ways.

- Ada currently has the fiscal sponsorship of Third Sector New England (TSNE), we don't have fiduciary responsibility for Ada, though the expectation is that the advisory board is accountable for all strategic direction for the program and hiring/firing and supporting the Executive Director.
- Second, although Ada is primarily supported by fee-for-service, there is still a need for board members to engage as fundraisers as we consistently collateralize a loan fund to help our student body afford living expenses during the program. Not only is this a differentiator for Ada, it is a great value-add to the communities that we are intentional about serving.

Board Meeting Cadence:

The board meets 6 times per year: 5 regular 2-hour meetings and 1 day-long offsite focused on strategic planning and long-term opportunities for Ada. Members take on strategic projects in addition to these regular meetings based on their committee's need. Each board member is required to participate in at least one committee.

ada developers academy

Board Giving Guidelines:

Our target average board member contribution is $1000 annually. Since we have board members with varying means, we don't expect that everyone will necessarily give at the same level. We do expect each board member to make an annual contribution that is meaningful for them. Board members that don't have the means to make gifts annually in that range can supplement their personal donation with other fundraising work.

Board Terms and Participation:

Ada's Board Members will serve an initial one-year term and will be eligible for re-appointment for up to 3 additional one-year terms. Board meetings will be held semi-monthly and committee meetings will be held in coordination with full board meetings.

Job Description:

Leadership, Strategy and Oversight

- Serving as a trusted advisor to the Ada's Executive Director in support of the implementation Ada's strategic plan
- Reviewing outcomes and metrics created by Ada for evaluating its impact, and regularly measuring its performance and effectiveness using those metrics; reviewing agenda and supporting materials prior to board and committee meetings
- Approving Ada's annual budget, and material business decisions; making formal recommendations to TSNE for their fiscal oversight.
- Contributing to an annual performance evaluation of the Executive Director
- Assisting the ED and board chair in identifying and recruiting other Board Members
- Partnering with the ED and other board members to ensure that advisory board resolutions and initiatives are carried out
- Serving on committees or task forces and taking on special assignments
- Representing Ada to stakeholders; acting as an ambassador for the organization
- Ensuring Ada's commitment to a diverse board and staff that reflects the communities Ada serves

Program Support:

· Providing counsel to the staff in areas where you have domain expertise (i.e. legal, marketing, technical, HR, fundraising, finance, education administration, curriculum delivery);

· Helping to interview/evaluate Ada candidates or helping us connect with community partners that can do that;

· Promoting the program via your professional networks and other means.

ada developers academy

Fundraising:
Ada Board Members will consider Ada a philanthropic priority and make annual gifts that reflect that priority. So that Ada can credibly solicit contributions from foundations, organizations, and individuals, Ada expects to have 100 percent of Board Members make an annual contribution that is commensurate with their capacity.

· Planning on fiscal and budgetary matters (though the advisory board does not have fiduciary responsibility for the program since we are fiscally sponsored by Third Sector New England);
· Connecting Ada staff/recruiters to companies that might sponsor one or more Ada students or recruiting company sponsors yourself;
· Providing in-kind, pro-bono services to the Ada program or connecting us with organizations that could do that;
· Creation of strategic relationships (Corporate, Gov't, Foundations)

Board Qualifications
This is an extraordinary opportunity for an individual who is passionate about Ada's mission and who has a track record of board leadership. Selected Board Members will have achieved leadership stature in business, software development, government, philanthropy, or the nonprofit sector. Ideal candidates will have the following qualifications:

- Extensive professional experience with significant executive leadership accomplishments in business, government, philanthropy, or the nonprofit sector
- A commitment to and understanding of Ada's programs and students, preferably based on experience
- Savvy diplomatic skills and a natural affinity for cultivating relationships and persuading, convening, facilitating, and building consensus among diverse individuals
- Personal qualities of integrity, credibility, and a passion for improving the lives of Ada's students and our community at large.

Service on Ada's Board of Directors is without remuneration, except for administrative support, travel, and accommodation costs in relation to Board Members' duties. Board members sign an annual conflict of interest disclosure form to identify any potential or perceived conflicts associated with their board service.

Additional Role Specific Job Description:

Chair of the Advisory Board

As a partner to the executive director (ED) and other board members, the Advisory Board Chair will provide leadership to Ada. The Board Chair will support and sustain the work of Ada and provide leadership and strategic fundraising support. Specific responsibilities include:

ada developers academy

- Being a trusted advisor to the ED to develop and implement Ada's strategic plan
- Developing and managing relationships and communicating with funders, partners, and other stakeholders
- As a board member, approving Ada's annual budget and make recommendations to our fiscal sponsor, Third Sector New England (TSNE), and material business decisions; being informed of, and meeting all, legal and fiduciary responsibilities
- Reviewing outcomes and metrics created by Ada for evaluating its impact, and regularly measuring its performance and effectiveness using those metrics
- Coordinating an annual performance evaluation of the ED
- Assisting the ED and Nominating Committee in recruiting board members
- Periodically consulting with board members on their roles and helping them assess their performance
- Planning, presiding over, and facilitating board and committee meetings; partnering with the ED to ensure that board decisions and recommendations are carried out
- Acting as an ambassador for the organization
- Ensuring Ada's commitment to a diverse board and staff that reflects the communities Ada serves